

Rally, to be held at Lake Junaluska during the last weekend of April. For this rally, we are making an effort to reach out to young men and youth by having events which we believe will interest them. These include a mission project, evangelistic boat rides around the lake, and a hamburger/hot dog cookout being done in connection with the Boy Scouts who are meeting at Lake Junaluska for the weekend.

We have been talking up and making presentations about the "No Man Left Behind" training event sponsored by Man In The Mirror in partnership with the General Commission on United Methodist Men (GCUMM), seeking to build up enough interest to have an event in our area. We have been in contact with the Man in the Mirror UMMen representatives for literature and advice.

GCUMM has at long last published the requirements and curricula for the position of men's ministry specialist. Brochures and forms are available on the GCUMM website. A number of men in our annual conference have expressed interest in certification as an MMS. This certification is for laity and for clergy. The General Board of Higher Education and Ministry (GBHEM) is certifying the program and providing CEU credits to those interested.

Our Charlotte District has been doing some innovative clustering of UMMen units in churches in the district. Hank Dozier, the Charlotte District president, will be visiting GCUMM in early March to present and discuss this program with GCUMM staff.

We have been in communication with GCUMM about creating one or more training programs for UMMen's use at the district level. GCUMM has endorsed this idea and has created a linkage with the General Board of Discipleship (GBOD), with the idea that such a course may be offered either as a lay speaking ministry course or as a stand-alone UMMen course. We are involved with the creation of the first course.

The Western North Carolina Annual Conference recently met in a called session to approve a reorganization plan. The formation of a new district in the Charlotte-Statesville region was approved and is in the process of being implemented. This new Lake Norman District is in a high-growth area of North Carolina and will help focus better United Methodist resources in the area. We will be looking for a new district president for this district after annual conference in June.

Information about our programs and initiatives may be found on our UMM website, www.wnccumm.org, and on our conference website, www.wnccumc.org.

Richard W. Strachan, *President*

I. UNITED METHODIST WOMEN

The United Methodist Women of the Western North Carolina Conference experienced an extremely rewarding year in 2007 of being in mission to women, children, and youth around the world.

We continue to excel in the area of our giving. The local units again exceeded the \$1-million dollar mark by giving \$1,093,853.22, an increase of \$16,137.34 over 2006. Giving to Women's Division totaled \$961,861.84: \$840,595 in undesignated Mission Giving funds and \$121,266.84 in designated funds. Not only did we meet our pledge to mission of \$810,000, we overpaid our pledge by \$30,595! And, for the **seventh consecutive year**, Western North Carolina Conference UMWomen were **Number One in the nation** in mission giving!

All conference events were well attended. District officers came together in March for a "Resurrection Women" retreat, held at the Catholic Retreat Center in Hickory. "Faith, Fears and Dandelions" was the theme for the Spiritual Growth Retreat, where 1,138 UMWomen came together for a time "to know God." The School of Christian Mission, attended by 335 UMWomen, helped us to "expand our concepts of mission" as we studied Music and Mission, Israel/Palestine, and Globalization. United Methodist Women also brought approximately 1,800 school kits for the Bethlehem Centers in Charlotte and Winston-Salem as their hands-on mission project. "Through the Eyes of a Child" was our theme for Annual Meeting in September, which was attended by 657 UMWomen. Officer training was held in October, with 179 UMWomen in attendance.

Sherry Sink and Tonya Lanier represented the Western North Carolina Conference UMWomen at the National Seminar in Nashville, Tennessee. "For Christ's Sake, Turn the World Upside Down" was the theme for this event, where several social justice issues were studied. Out of this seminar has evolved our conference's public-education Initiative, which is our conference priority for 2008. All local units are asked to make a difference in their communities by becoming involved in public education.

In the area of membership, we rejoiced with the chartering of Grace UMWomen in the Asheville District. Our conference is one of 10 conferences participating in a teen- and college-age resource program with Women's Division.

The scholarship program continues to give aid to persons seeking church-related careers. These recipients are enrolled at Pfeiffer University, Greensboro College, and Bennett College for Women.

The *Conference Gram* and district newsletters are published four times each year to keep the local woman informed of events and projects. The conference UMWomen website and listserv are also available to post the latest information.

We also celebrated two major milestones in the life of mission institutions located within the bounds of our conference: Bethlehem Center in Winston-Salem celebrated 80 years of service to the community in September, and Brooks-Howell Home in Asheville celebrated 50 years of service to our retired mission personnel in October.

I would like to take this opportunity to thank all of the local unit officers and members. YOU are the ones who make mission possible with your prayers, your giving, and the many ways in which you are in mission. It is my prayer that God will bless each of you as you continue to give of your time and talents as you serve in His name through UMWomen.

Amy L. Johnson, *President*

J. UNITED METHODIST YOUTH

Youth ministry in our conference has continued to grow, not only in numbers, but also in support and importance. At conference-wide events, youth and adults are gathering to hear motivating speakers, experience inspiring worship, relate to creative drama, and simply enjoy spending time with friends. There were record numbers at events this year. Summit, the winter event in Boone, has grown to over 1,600 participants. Choose to Share Christ encouraged over 200 high-school youth and adults to share their faith with others. Kaleidoscope welcomed over 400 middle-school students. And, finally, SpiritUs, our summer retreat, held over two weekends, has skyrocketed to around 1,700 youth and adults attending. Besides these events, the Office of Ministries with Young People hosts the annual Bishop's Confirmation Celebration, which introduces confirmation classes to our conference and explains many options students have for experiencing Christ and growing in their faith.

Adults were encouraged as well to grow in their leadership abilities in youth ministry through three training events. A weekly e-mail is sent to youth workers offering support and resources. We are strongly encouraging young adults to grow through training events and weekly e-mails. The conference Resource Center is "stocking up" on resources to enable ministry with young adults in our conference, not only to exist, but to flourish. We are creating a "Culture of Call," a new focus in conjunction with the Board of Ordained Ministry. Resources and training for local churches and campus ministries is being made available to encourage pastors and congregations to identify gifts for ministry in young adults and to encourage them to consider ministry as a vocation.

Our conference Council on Youth Ministry supports missions and projects of our local churches. This year, over \$10,000 was awarded through Youth Service Fund (YSF) grants to 26 churches and agencies to do mission with youth, for youth, and by youth. This year alone, YSF money will reach across the globe to Washington, DC; New York City; Cambodia; Haiti; the Bahamas; Costa Rica; Guatemala; Belize; and Puerto Rico. We are excited that youth can help spread God's love by the simple donations our conference youth have made over the year.

For the past year, staff leadership for our work has been provided by Kimberly T. Ingram, serving as a one-year interim coordinator. We appreciate all that she has done for us, and we wish her luck with her new job as conference secretary. We are looking forward to having someone to fill the position more permanently as ministry with youth and young adults in the Western North Carolina Conference persists in growth.

Chris Grimmer, *President*

K. BOARD OF ORDAINED MINISTRY

The Board of Ordained Ministry consists of clergy and laity from the annual conference, nominated by the bishop. These fifty-one persons have the primary responsibility for the recruitment of men and women to serve as elders and deacons in the church; for the examination of their calls to ministry, their skills in teaching and preaching, and their adherence to the doctrines of our tradition; and for the evaluation of their effectiveness and character. These responsibilities require a balance of support and accountability, grace and judgment. We also continue to work our way through the implications of the changes in the meaning of the two orders of ministry, deacon and elder, over the past 12 years.

A number of initiatives comprise the work of the board; some are formational, while others are in response to current trends and issues. The Residency in Ordained Ministry (RIOM) process continues to bring together commissioned clergy to "support the practice and work of their ministry as servant leaders, to contemplate the grounding of ordained ministry, and to understand covenant ministry in the life of the conference" (*The Book of Discipline*, ¶ 326). The board sponsored a sexual ethics training session in August and September 2007. The board also met with the conference Cabinet in September 2007. Our board served as the host of the Southeastern Jurisdictional Board of Ordained Ministry meeting in Charlotte. District boards of ministry were trained by members of the board in three different locations (Asheville, Charlotte, Winston-Salem) during the fall. Our fall meeting on October 23, 2007, was held at Greensboro College and included a discussion of possible restructuring for the board and the formation of a Proclamation Committee which combines the work of preaching and service in ministry committees. The board ensures that background checks are conducted on entering clergy, so that patterns of behavior that might be obstacles to effective ministry might be identified. Candidates also receive psychological evaluations, and we encourage sponsoring congregations to help men and women called to ministry with this expense. Three retreats for probationary clergy will be held in 2008 on the themes of call and disciplined life, preaching, and theology and doctrine.

There is a great need for compassionate, committed, and competent leadership in the church. We are grateful to local congregations across the conference that help in identification of those who might be called to full-time Christian service. The board encourages clergy in their lifelong education and provides grants to those who serve in churches with fewer financial resources allocated for this purpose. We also meet the clergy around issues of vocational ineffectiveness and moral impropriety, and seek to provide guidance and support.

Finally, we give thanks for the work of Charles D. (Denny) White, Jr., our registrar, for his knowledge of the annual conference and *The Book of Discipline*, and for his faithful service to the work of the board.

J. Thomas Stinson-Wesley, *President*
Shirley L. Canty, *Vice-President*
Jeffrey S. Patterson, *Secretary*
H. Donnell FitzJefferies, *Treasurer*

Proposal: Amendments to Board of Ordained Ministry Policies

(Petition 14 – Adopted June 6, 2008)

The Board of Ordained Ministry proposes that its Policies 2, 20, and 21 be amended by the 2008 conference session for immediate implementation, as follows:

2. **Local Pastors' Licensing School:** All persons licensed and appointed as local pastors who have not completed **at least two-thirds** of the M.Div. degree (or equivalent) shall satisfactorily complete the Local Pastors' Licensing School prior to appointment. Ordained clergy of other annual conferences or Christian denominations who are to be appointed to serve in the conference are neither expected nor required to participate in this school.
20. **Clergy from Other Conferences and Denominations Under Appointment (§ 346): Joint Committee on Transfers:** A clergy person from another annual conference or another Methodist or non-Methodist denomination requesting an appointment under § 346 shall apply to the bishop on an application form to be provided by the bishop. With consent of the bishop, the administrative assistant to the bishop shall schedule an interview for the candidate with the Joint Committee on Transfers (see below), which shall forward its recommendation to the bishop. Prior to the interview, the candidate shall supply a service record; references (*i.e.*, from local church leaders, denominational officials, etc.); a background check, utilizing the process approved by the Board of Ordained Ministry; the notarized statement of written accusations and convictions required of all candidates; and transcripts. A current physical exam report and a psychological evaluation report not more than four (4) years old shall be submitted prior to the making of the appointment.
- Appointments of clergy from other annual conferences or Methodist denominations (§ 346.1) are at the discretion of the bishop. Clergy from other non-Methodist denominations (§ 346.2) may be appointed at the discretion of the bishop upon approval by the Board of Ordained Ministry and the clergy session.
- The **There shall be a** Joint Committee on Transfers, shall be chaired by the administrative assistant to the bishop, and shall consist **consisting** of two district superintendents appointed by the bishop; the administrative assistant to the bishop; the president, secretary, and registrar of the Board of Ordained Ministry; and the chairpersons of the interviewing committees on theology and doctrine of the Board of Ordained Ministry. **The committee shall perform the functions described in Policy 21, item b, below.**
21. **Clergy Transfers from Other Conferences and Denominations (§§ 346-347):** When a A clergy person from another annual conference or another Methodist or non-Methodist denomination wishes to transfer into the Western North Carolina Conference under § 347, the following procedure shall be followed outside the Western North Carolina Conference who is seeking an appointment, or for whom an appointment in the conference is being sought by the bishop and/or a district superintendent, shall submit to the bishop's office the following documents:
- The candidate shall write to the resident bishop and the president and the registrar of the Board of Ordained Ministry, requesting to be considered for transfer and stating his/her academic background and ecclesiastical experience.
 - A completed application form, available from the bishop's office and the district offices.
 - Photocopy(ies) of clergy credentials (ordination document(s)).
 - A reference from a responsible judicatory leader, presented on a form developed by the Board of Ordained Ministry. Included in the reference shall be an indication that the person is in good standing in the current judicatory and that there are no negative factors in the person's supervisory record.
 - A background check report, using the approved procedure of the Board of Ordained Ministry for clergy candidates.
 - A notarized disclosure form listing convictions or written accusations, if any, using the Board of Ordained Ministry form for clergy candidates.
 - After all documents described above have been filed, With consent of the bishop, the administrative assistant to the bishop shall schedule an interview for the candidate with the Joint Committee on Transfers (see Policy 20 above), a district committee on ordained ministry, a district superintendent, and/or the bishop him/herself, as the bishop deems appropriate, shall interview the clergy person and either recommend or not recommend him/her to the Cabinet for appointment, which shall forward its recommendation to the bishop; provided, however, that, if the candidate has been interviewed previously by the committee, the committee may choose to waive this additional interview and either confirm or amend its recommendation to the bishop. Prior to the interview, and if not previously submitted, the candidate shall supply the documents cited in Policy 20. If the candidate is from another Methodist or non-Methodist denomination, the committee interviewer(s) shall determine his/her "agreement with and willingness to support and maintain United Methodist doctrine, discipline, and polity" (§ 347.3). The committee and may examine any candidate the clergy person with respect to any qualification which the committee deems deemed necessary.
 - The bishop and Cabinet shall determine whether an appointment exists or will exist for the clergy person requesting transfer, and Policy 20 shall apply.
 - In the case of a clergy person from another non-United Methodist denomination, the following documents must be filed in the office of the registrar of the Board of Ordained Ministry prior to the making of the appointment:
 - Transcripts of all academic work.
 - A physical examination report, on an official Board of Ordained Ministry form.
 - A psychological assessment report, not more than four years old.
 - Following completion of items a-d above, as applicable:
 - Clergy from other annual conferences may be appointed at the discretion of the bishop and other Methodist denominations (§ 346.1) may be appointed at the discretion of the bishop.
 - Clergy from other non-Methodist denominations (§ 346.2) may be appointed at the discretion of the bishop upon approval by the Board of Ordained Ministry and the clergy session.

- ef. The transfer of a clergy member of another annual conference may be effected by the bishop, in consultation with the president or executive committee of the Board of Ordained Ministry (§ 347.1), at any time.
- eg. The transfer of an ordained person from another Methodist denomination may be effected in accordance with § 347.2. The Board of Ordained Ministry shall examine the educational experience of the individual before recommending the reception of the individual as a local pastor, probationary member, or full member.
- fh. A candidate from another non-Methodist denomination may be received into conference membership as a local pastor or probationary member after having served an appointment under § 346.2 for at least one year (see Policy 20). During the period of the appointment, the Board of Ordained Ministry shall determine the classification (local pastor or probationary member) which the candidate is eligible to pursue. If the credentials and educational experience of the candidate are at least equivalent to those of a local pastor, the board may recommend the transfer of the candidate as a local pastor. If the board determines that the candidate should be permitted to pursue probationary membership, the candidate shall fulfill all requirements specified in §§ 324.3 and .4 (or, in some cases, .5 or .6) for persons seeking probationary membership in the annual conference, which shall include, but not necessarily be limited to, recommendation by a three-fourths majority vote of the district committee on ordained ministry and examinations, both written and oral, by all interviewing committees of the Board of Ordained Ministry. Particular attention is called to the specific requirements of § 324 and Policy 8, all of which must be completed prior to transfer into probationary membership. Upon completion of all requirements, the candidate may be received into probationary clergy membership and, if deemed appropriate by the bishop, the Board of Ordained Ministry, and the executive clergy session, have his/her orders recognized.

Diaconal Ministry and Church-Related Careers

The Board of Ordained Ministry recommends the following persons for continuation as diaconal ministers at the 2008 annual conference:

Edward W. Allred, Rebecca G. Bingham, John L. Borchert, M. Susan Carmichael, Mark H. Christy, Marion C. Clark, W. Howard Coble, Doris H. Cornelius, Barbara A. Cox, Sarah Reynolds Dixon, Michael P. Dougherty, Carolyn Eargle, Catherine Ritch Guess, Peggy L. Hina, David M. Hines, Janet M. Hitch, Mary Margaret Houk, William H. Jordan, Rebecca K. Lile, Sandra M. McGarrah, Jean M. Morgan, Susan F. Osterberg, Kathryn E. Quick, Bonnie Schuldt Shinneman, Mavis C. Thompson, and Ann Tyler.

The following have fulfilled requirements for certification or re-certification in the categories specified (* indicates retired):

(a) Christian Education

Edward W. Allred, 208 Spring Creek Rd., Summerfield 27358
 Betty S. Armstrong (*), 2600 Woodington Dr., Winston-Salem 27103
 LeeAnn Baird, 10221 Grand Junction Rd., Charlotte 28227
 Anna L. Barden, 909 Chipola St., Kannapolis 28083
 Barbara J. Barden, P.O. Box 6161, Charlotte 28207
 William G. Benfield (*), 122 N. Elm St., Statesville 28677
 Rebecca G. Bingham, P.O. Box 305, Lewisville 27023
 Charlotte G. Brendel, 52 16th Ave., N.W., Hickory 28601
 Peggy DeLoatch Bridgers, 2434 Commonwealth Ave., Charlotte 28205
 Amy W. Burton, 8122 Strandhill Rd., Huntersville 28787
 M. Susan Carmichael (*), 266 Merrimon Ave., Asheville 28801
 Ramona M. Clapp (*), 157 Whittington Ridge Dr., Taylorsville 28681
 Marion C. Clarke (*), 414 Lee St., Wadesboro 28170
 Doris H. Cornelius (*), 104 S. Westover Dr., Monroe 28112
 Barbara A. Cox (*), 3516 Clardy Ct., Charlotte 28205
 Katherine K. Crain, 290 Azalea Dr., Maggie Valley 28751
 Ben W. Curry (*), 298 Tillman Rd., Lake Junaluska 28745
 Pamela Deck, 2026 N.C. Highway 108, Rutherfordton 28139
 Brandon K. Dirks, 6800 Sardis Rd., Charlotte 28270
 Sarah R. Dixon (*), 1244 Arbor Rd., Box 140, Winston-Salem 27104
 Kimberlee J. Dodson, 41 Ridgewood Place, Brevard 28712
 Anne C. Dooley, 410 N. Holden Rd., Greensboro 27410
 Mary L. Doub, 2601 Fines Creek Dr., Statesville 28625
 Bernard G. Dougherty, 663 New Salem Rd., Randleman 27317
 Donna Gottschalk Ford, 5614 Underwood Dr., Greensboro 27409
 Deborah E. Foust, 306 S. Main St., Kernersville 27284
 Cynthia Core Furr, 85 N. Main St., Weaverville 28787
 Ron L. Hall (*), 33 Admirals Retreat Dr., Saint Simons Island, GA 31522
 Dana Hanlon, 2424 Oak Ridge Road, Oak Ridge 27310
 Elinor D. Heermans, 6401 Hickory Grove Rd., Charlotte 28215
 Linda Hepler, 2159 Orchard Trail, Thomasville 27360
 Virginia Cox Herron, 913 Hanover Dr., Concord 28027
 Peggy L. Hina (*), 1506 Walnut Ridge Rd., Brevard 28712
 R. Harold Hipps (*), 1203 Shiloh Dr., Nashville, TN 37205
 Mary Margaret Houk (*), 267 Rocky Mt. Way, Arden 28704
 Kimberly T. Ingram, P.O. Box 18005, Charlotte 28218

Sandra H. Jahn, 311 3rd Ave., N.E., Hickory 28601
 Ellen Sapp Johnson, P.O. Box 718, Davidson 28036
 Sarah B. Kalish, 301 N. Main Ave., Maiden 28650
 R. Mark King, P.O. Box 658, Winston-Salem 27102
 Thomas S. Lee, Jr. (*), 610 Carrington Place, Lewisville 27023
 Lorie Lewis, 1032 Regency Dr., Charlotte 28211
 Sandra M. McGarrah, 2916 Tarrymore Place, Charlotte 28270
 Cecilia Brown McGee, 3835 West W.T. Harris Blvd., Charlotte 28269
 Sarah Hanko McKinney, 401 6th St., North Wilkesboro 28659
 Sallyanne Irwin McVay, 300 Smith Knolls Rd., Fairview 28730
 Elizabeth H. Orrell, 130 Creekstone Court, Winston-Salem 27104
 Beverly L. Parker-Reece, 1915 Oakdale Rd., Charlotte 28216
 Sybil R. Parks, P.O. Box 8, Walkertown 27051
 Mary Lynne Peterson, 1320 Fernwood-Glendale, Spartanburg, SC 29307
 Lewis L. Poag, 495 Highway 194, S., West Jefferson 28694
 Gayle J. Quay, 200 Buncombe St., Greenville, SC 29601
 Jennifer S. Reilly, 378 N. Pilot Knob Rd., Denver 28037
 Gail W. Rose (*), 276 Crepe Myrtle Circle, Winston-Salem 27106
 Gloria D. Simmons (*), 236 Union St., S., Concord 28025
 Deborah K. Sluder, 20 Oneida Heights, Huntingdon, PA 16652
 Alberta Y. Spencer, P.O. Box 718, Davidson 28036
 Elizabeth G. Taylor, 309 New St., New Bern 28560
 Reuellynn Pletcher Thomas, 128 Westwood Lane, Elkin 28621
 Edward A. Trimmer, 178 Stone Country Lane, Asheboro 27205
 Ann Tyler (*), 3800 Shamrock Dr., Charlotte 28215
 Susan E. Norman Vickers, 410 N. Holden Rd., Greensboro 27410
 Yvonne L. Vredenburg, P.O. Box 205, Paw Creek 28130
 Katie Sigmon Warren, 146 Westwood Rd., Asheville 28804
 Douglas L. Watts, 794 Sedge Garden Rd., Kernersville 27284
 Jane S. Webb, 507 E. Center St., Lexington 27292

(b) Youth Ministry

LeeAnn Baird, 10221 Grand Junction Rd., Charlotte, N. C. 28227
 Charles T. Brown, P.O. Box 661, Denver 28031
 Amy W. Burton, 8122 Strandhill Rd., Huntersville 28087
 Brandon K. Dirks, 6800 Sardis Rd., Charlotte 28270
 Bernard G. Dougherty, 663 New Salem Rd., Randleman 27317
 Dana Hanlon, 2424 Oak Ridge Road, Oak Ridge 27310
 Kimberly T. Ingram, P.O. Box 18005, Charlotte 28218
 Kathleen H. Kilbourne, 4701 Park Rd., Charlotte 28209
 Sarah Hanko McKinney, 401 6th St., North Wilkesboro 28659
 Reuellynn Pletcher Thomas, 108 Reeds Lane, Elkin 28621
 Edward A. Trimmer, 178 Stone Country Lane, Asheboro 27205
 Susan E. Norman Vickers, 410 N. Holden Rd., Greensboro 27410
 Douglas L. Watts, 794 Sedge Garden Rd., Kernersville 27284

(c) Older Adult Ministry

Dana Hanlon, 2424 Oak Ridge Road, Oak Ridge 27310
 Douglas L. Watts, 794 Sedge Garden Rd., Kernersville 27284

(d) Music

Barbara C. Basham, 305 N. Main St., Mocksville 27028
 W. Ashby Brown, Jr., 403 E. Main St., Jamestown 27282
 W. Howard Coble (*), 515 W. Parkway Ave., High Point 27262
 Edna Bradley Johnson, 3815 Cranwell Court, Greensboro 27407
 William H. Jordan (*), 303 North Main St., Greer, SC 29650
 Saxon C. Scarborough, P.O. Box 218, Gastonia 28053
 Bonnie S. Shinneman (*), 9153 Yarrow St., Apt. 162, Westminster, CO 80021

(e) Camping and Retreat Ministries

Kent L. Shrader, 1045 Mount Shepherd Rd. Ext., Asheboro 27205

Although the Board of Ordained Ministry does not certify persons in other areas of ministry, the responsible agencies report to our board for acknowledgment in the conference journal concerning the following categories:

(f) Christian Communicators

John L. Borchert (*), 2605 Quail Rush Rd., Charlotte 28226
 Kenneth A. Horn (*), 140 Summerlea Dr., Charlotte 28214
 Ruth W. Laughlin (*), 114 Ward Rd., Greensboro 27405

(g) Church Business Administrators

Robert H. Barnhill (*), 817 S. Jackson St., Gastonia 28052
 R. Mark King, P.O. Box 658, Winston-Salem 27102
 Suzanne B. Northcraft (*), 3513 Waterway Dr., Pfafftown 27040

(h) Commissioned Deaconesses

Lynn S. Barnes, P.O. Box 69, Elkin 28621
 Barbara Blevins, 108 Montford Ave., No. 7, Asheville 28801
 Arthelia H. Brooks (*), 266 Merrimon Ave., Asheville 28801
 M. Susan Carmichael (*), 266 Merrimon Ave., Asheville 28801
 Debra Sue Chenault, 252 Riverview Dr., Apt. 1, Asheville 28806
 Sybil M. Dodson (*), P.O. Box 367, Balsam 28707
 Nancy C. Garrison, 266 Merrimon Ave., Asheville 28801
 Esther Jones (*), 266 Merrimon Ave., Asheville 28801
 Robin R. Minick, 290 Chambers Rd., Waynesville 28786
 Jean M. Morgan (*), 266 Merrimon Ave., Asheville 28801
 Mary Lou Roller (*), 4701 Chuckwood Dr., Charlotte 28227
 Nazgul William, 266 Merrimon Ave., Asheville 28801

Ellen Sapp Johnson, Cecilia Brown McGee, Kathleen H. Kilbourne
Associate Registrars for Certification

L. BOARD OF PENSION AND HEALTH BENEFITS**Pension Program and Policies**

In 2009, the conference Board of Pension and Health Benefits will send invoices monthly to the churches for clergy appointed, in accordance with the Clergy Retirement Security Program (CRSP) adopted by The United Methodist Church. CRSP covers all clergy of The United Methodist Church in the United States—including elders, deacons, and local pastors—appointed within the annual conferences. Invoices will be prepared using the following criteria:

- A. Pension Plan Compensation (PPC) is the total annual compensation reported by the charge conference for 2009, minus the accountable professional expenses. After this calculation, the housing component is added. The housing is either 25% of the aforementioned net amount, if a parsonage is provided, or the cash paid in lieu of a parsonage.
- B. Clergy Retirement Security Program – Core Defined Contribution Part (CRSP-DC) is 3% of PPC.
- C. Clergy Retirement Security Program – Core Defined Benefit Part (CRSP-DB) is an actuarially determined normal cost provided by the General Board of Pension and Health Benefits (GBOPHB). For 2009, the net cost is \$4,161 for each full-time clergy. For those clergy appointed $\frac{3}{4}$, $\frac{1}{2}$, and $\frac{1}{4}$ time, the cost is that percentage times \$4,161. GBOPHB has provided that the conference's actuarially determined normal cost contribution due December 31, 2009, will be \$5,424,325.
- D. Clergy Retirement Security Program – Comprehensive Protection Plan (CPP) is 3% of PPC. Only full-time clergy are eligible for CPP, and the PPC used for the 3% calculation is limited to a maximum of \$116,452 for 2009. If a full-time clergy's PPC is less than \$34,936 for 2009, that clergy person is not eligible for CPP. CPP is primarily an insurance and disability program.

The conference board is proposing that the 2009 Past Service Annuity Rate be set at \$643.00 per service year, which represents 1% of the Conference Average Compensation, as provided by GBOPHB for the Western North Carolina Annual Conference, and is slightly more than the required 2% increase over the prior year's payment.

Proposals: Pension Programs and Policies**(Petition 15 – Adopted June 6, 2008)**

The conference Board of Pension and Health Benefits proposes:

1. That the cost of pastors' pensions be invoiced to churches in 2009 as pension responsibility to support the Clergy Retirement Security Program.
2. That the Past Service Annuity Rate for service years prior to 1982 be set at \$643.00 per service year, effective January 1, 2009.
3. That the following resolution be adopted for calendar year 2009:

*Resolution Relating to Rental/Housing Allowances for Retired or Disabled
 Clergypersons of the Western North Carolina Conference*

The Western North Carolina Conference (the "Conference") adopts the following resolution relating to rental/housing allowances for retired or disabled clergypersons of the conference:

Whereas, The religious denomination known as The United Methodist Church (the "Church"), of which this Conference is a part, has in the past functioned and continues to function through ministers of the gospel (within the meaning of Internal Revenue Code section 107) who were or are duly ordained, commissioned, or licensed ministers of the Church ("Clergypersons"); and

Whereas, The practice of the Church and of this Conference was and is to provide active Clergypersons with a parsonage or a rental/housing allowance as part of their gross compensation; and

Whereas, Pensions or other amounts paid to retired and disabled Clergypersons are considered to be deferred compensation and are paid to retired and disabled Clergypersons in consideration of previous active service; and

Whereas, The Internal Revenue Service has recognized the Conference (or its predecessors) as the appropriate organization to designate a rental/housing allowance for retired and disabled Clergypersons who are or were members of this Conference; now, therefore, be it

Resolved, That an amount equal to 100% of the pension or disability payments received from plans authorized under *The Book of Discipline of The United Methodist Church* (the "Discipline"), which includes all

such payments from the General Board of Pension and Health Benefits (“GBOPHB”), the Western North Carolina Conference Superannuate Endowment Fund, and The Duke Endowment during the year by each retired or disabled Clergy person who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergy person.

Resolved, That the pension or disability payments to which this rental/housing allowance applies will be any pension or disability payments from plans, annuities, or funds authorized under the *Discipline*, including such payments from the GBOPHB and from a commercial annuity company that provides an annuity arising from benefits accrued under a GBOPHB plan, annuity, or fund authorized under the *Discipline*, that result from any service a Clergy person rendered to this Conference or that a retired or disabled Clergy person of this Conference rendered to any local church, annual conference of the Church, general agency of the Church, other institution of the Church, former denomination that is now a part of the Church, or any other employer that employed the Clergy person to perform services related to the ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such retired or disabled Clergy person’s pension or disability as part of his or her gross compensation.

NOTE: The rental/housing allowance that may be excluded from a Clergy person’s gross income in any year for federal income tax purposes is limited under Internal Revenue Code section 107(2) and regulations thereunder to the least of: (1) the amount of the rental/housing allowance designated by the Clergy person’s employer or other appropriate body of the Church (such as this Conference in the foregoing resolution) for such year; (2) the amount actually expended by the Clergy person to rent or provide a home in such year; or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year.

Balances Due from Churches

Beginning in 2007, direct clergy benefit costs were invoiced to each local church. According to conference action, recorded in the 2004 journal, page 234, “Non-payment of direct clergy benefit costs (pension and health benefits) result in a default recorded against the church (see ¶ 636.4, 2004 edition of *The Book of Discipline*). While individual clergy will not lose benefits, the church will incur a liability to the conference Board of Pension and Health Benefits. The default will be reported by the conference benefits officer to the district superintendents, and the church will be led to correct this situation.

The following is the 2007 list of churches with balances as of April 4, 2008, resulting from non-payment of direct clergy benefit costs:

<i>District</i>	<i>Church</i>	<i>2007 Balance</i>
Albemarle	Richfield	\$1,746.04
	Albemarle: Parkway	660.00
	Poplar Hill	\$216.50
	Waxhaw	\$4,636.50
Asheville	Leicester	\$369.00
	Upward	\$3,272.96
Charlotte	Charlotte: Duncan Memorial	\$742.83
	Charlotte: Spencer Memorial	\$1,603.32
Gastonia	Bessemer City: Bethea	\$218.50
	Concord	\$423.42
	Kelly’s Chapel	\$536.64
	Shelby: Martin Street	\$285.00
Lexington	Macedonia	\$1,096.23
Marion	Mundy’s Chapel	\$3,855.00
Northeast	Danbury Community Church	\$1,419.96
	Eden: St. John	\$1,718.01
	Hayes Chapel	\$382.00
	Madison: St. Stephen’s	\$777.66
	Mount Airy: Mallalieu-Jones	\$384.00
	Blackwater	\$1,522.00
	New Hope	\$1,348.68
	Stanford	\$449.68
	Stoneville: Vida Nueva	\$8,453.00
	Pine Bluff	\$445.74
Salisbury	Salisbury: Grace	\$2,892.51
Statesville	Conover: McQueen’s Chapel	\$421.25
Waynesville	Qualla Parish: Cherokee	\$7,758.58
Total		\$47,635.01

Health Benefits Committee

The Health Benefits Committee serves as a sub-committee of the Board of Pension and Health Benefits (BOPHB), with responsibility in three specific areas: health benefits, group term life insurance, and casualty insurance.

The committee is composed of at least 12 members appointed by the board to quadrennial terms, as follows: three from BOPHB, one serving as chair of the committee, one being an officer of BOPHB, and one being the Cabinet representative to BOPHB; one from the conference Board of Ordained Ministry; one from the conference Council on Finance and Administration; two retired clergy persons; and five professional persons involved in the insurance industry. Typically, there are six lay members and six clergy members. The various agencies represented nominate their representatives to BOPHB for appointment.

Group Life Insurance

The General Board of Pension and Health Benefits, through the Comprehensive Protection Plan, provides a death and disability benefit for eligible clergy, along with death benefits for members of clergy families. In addition to this coverage, the conference offers basic life insurance coverage of \$10,000 for active clergy enrolled in the conference group health plan, with premiums for this coverage collected through the insurance apportionment. Clergy members may elect to increase their coverage by enrolling in additional coverage in the amounts of \$25,000, \$50,000, or \$75,000. As an added benefit, a clergy member may elect to enroll his/her spouse and dependent children. This additional coverage is available from a group policy secured by the committee for a quarterly premium to be collected by the insuring company. The continuation of this optional benefit is dependent on normal participation of those eligible. Newly eligible clergy will receive information about this coverage from the Treasury Services Office. To obtain coverage without evidence of insurability, enrollment must be made within 30 days of eligibility.

Enrollment Deadlines for Health and Life Insurance

Responsibility rests with the individual to make application in writing for the group health insurance and the group life insurance. In addition, any changes in dependents' status must also be submitted in writing. The effective date of coverage for new applicants is July 1 following the session of annual conference. Applications must be made within 30 days of appointment at annual conference. Anyone seeking to apply following the 30-day grace period will have a 12-month waiting period for all pre-existing conditions.

Health Benefits Continuation Policy

The conference benefits plan provides for group members and eligible beneficiaries to continue coverage if they become ineligible for the plan. The policy is available from the plan administrator.

Premium Collection Policy

Payment of the medical/health insurance premiums for pastors is the responsibility of the local church(es). This premium payment is invoiced monthly. For churches with more than one pastor on the staff, the church is responsible for the payment of the insurance premium for each eligible pastor. It is the responsibility of the pastor to pay the premium costs for dependents.

The Health Benefits Committee requires the conference treasurer to notify dependent accounts which are delinquent by sixty (60) days or more that their coverage is immediately subject to termination. If full payment is not made by thirty (30) days after the delinquency, coverage will be terminated.

2007 Financial Summary of Health Benefits Plans through December 31, 2007

	<i>Fund 575 Active</i>	<i>Fund 125 Retirees</i>	<i>Total</i>
<i>Asset Accounts</i>			
<i>Investment Accounts:</i>			
Claims Reserve	\$1,721,836	\$ 373,300	\$2,095,136
Premium Stabilization	0	3,178,751	3,178,751
FASB 106 Reserve		0	0
Fund Balance, 1.2007	1,721,836	3,552,051	5,273,887
Excess/Deficit	- 2,728,097	1,964,425	- 763,672
Fund Balance, 12.31.2007	\$ -1,006,261	\$5,516,476	\$4,510,215
<i>Sources of Funds</i>			
<i>Premiums:</i>			
Church Contributions – Active	\$5,038,241		
Dependent Coverage – Active	2,626,387		
Conference Center – Personnel	333,571		
Retiree Contributions		\$ 482,375	
Cole Foundation		219,000	
<i>Investments:</i>			
Reserves Investment Income	28,061	254,343	
FASB 106 Reserve		0	
<i>Other:</i>			
Stop Loss Claims	820,000		
Employee Life Contributions	14,011		
Budget Credits	293,572		
Drug Rebates	114,750		
Clodfelter Trust		275,000	
Fund 507		2,062,248	
Total Sources	\$9,268,593	\$3,292,966	\$12,561,559
<i>Uses of Funds</i>			
Benefit Payments	\$10,830,414	\$ 854,780	
Administrative Charges	240,452	115,925	
Life Insurance Premium	45,789	0	
Operating Expenses	59,059	50,865	
Miscellaneous	15,291	0	
Stop-Loss Fees (Sun Life Canada)	304,485	13,399	
Dental Claims	501,200	0	
Incapacity Fund 507		293,572	
Total Uses	\$11,996,690	\$1,328,541	\$13,325,231
Sources less Uses	\$ - 2,728,097	\$1,964,425	\$ - 763,672

Words of Appreciation

The service of Larry D. Wilkinson to our conference health benefits plans will be missed in the upcoming years. He always contributed to the leadership and wisdom of the group. We all care for him and, now, his family, too.

We express our gratitude and that of the conference to Dale C. Bryant, who came to the conference as benefits administrator in October 1998, and to Krishna Moore.

Questions dealing with either health insurance or group life insurance should be directed to Mr. Bryant or Ms. Moore at 704-535-2260 or 800-562-7929; e-mail dbryant@wncumc.org or kmoore@wncumc.org.

Conclusion

We appreciate the fine spirit in which subscribers and local churches are supporting the work of the Health Benefits Committee. We seek your continuing support as we make every effort to provide an insurance program that meets your particular needs. Members of the committee are: Frank A. Stith III (chairperson), Donald Lineberger, Robert E. Roach, Phillip B. Cole, Al Jones, E. Wannamaker Hardin, Jr., Frank H. Edwards, Michael H. Goode, Patricia K. Suggs, Kim Hockett, Donald G. Matthews, Eddie Allred, and W. Greg Light. William C. Wyman, Jr., Dale C. Bryant, and Krishna Moore are our conference staff representatives.

Retirement Security Fund

The following document has been adopted by the Board of Pension and Health Benefits, Inc., at its March 13, 2008, meeting in accordance with the instructions of the February 2, 2008, special session of the annual conference:

THE BOARD OF PENSION AND HEALTH BENEFITS, INC.,
WESTERN NORTH CAROLINA CONFERENCE,
THE UNITED METHODIST CHURCH

DECLARATION OF THE RETIREE SECURITY SUPPLEMENT FUND

DECLARATION

THIS DECLARATION, dated the thirteenth day of March, 2008, at Charlotte, North Carolina, is in four parts. Part 1 defines certain terms used in the rest of the Declaration. Part 2 contains provisions dealing with the composition of the Fund. Part 3 sets forth provisions governing administration and distribution of the Fund, and Part 4 contains miscellaneous provisions.

PART 1 – DEFINITIONS

- 1.1 Board. The "Board" shall mean the Board of Directors of The Board of Pension and Health Benefits, Inc., Western North Carolina Conference, The United Methodist Church (herein "Board," "Board of Pensions," or "Corporation") as constituted and composed from time to time according to *The Book of Discipline* of The United Methodist Church.
- 1.2 Advisory Committee. The term "Advisory Committee" shall mean and be composed of such Advisory persons as the Board shall designate from time to time, if any. The Chairman of the Board shall be an ex-officio member of the Advisory Committee.
- 1.3 Conference. The term "Conference" shall mean the Western North Carolina Conference of The United Methodist Church.
- 1.4 Code. The term "Code" shall mean the Internal Revenue Code of 1986, as amended.
- 1.5 Gender. The neuter gender shall be deemed to include the masculine and the feminine, the masculine gender shall be deemed to include the feminine and feminine gender shall be deemed to include the masculine, as the context may require or indicate.
- 1.6 Investment Advisor. The term "Investment Advisor" shall mean that individual, firm, agency or foundation selected by the Board pursuant to paragraph 3.7 hereof to assist the Board in the selection and administration of proper investment vehicles for the Fund.
- 1.7 Number. The singular shall be deemed to include the plural as the context may require or indicate.
- 1.8 Bishop. The term "Bishop" shall mean the person then holding the office of Presiding Bishop of the Western North Carolina Annual Conference of The United Methodist Church in accordance with *The Book of Discipline* of The United Methodist Church.
- 1.9 Administrator. The term "Administrator" shall mean the person then holding the office of the Treasurer of the Conference as elected from time to time, or such other independent individual or firm employed by the Board, to administer the Fund in accordance with the terms of this Declaration.
- 1.10 Fund. The term "Fund" shall mean the Retiree Supplement Security Fund and all funds received, held, managed, invested and otherwise administered by the Board or the Conference from time to time pursuant to the terms of this Declaration. Income from the Fund shall be determined by reference to the total return of the assets of the Fund including interest, dividends, capital gain or capital appreciation, as determined in the sole discretion of the Board.
- 1.11 Principal and Income. As used herein, the term "principal" shall mean "historic dollar value" as defined in N.C.G.S. §36B-1(5), and the term "income" shall mean appreciation in excess of historic dollar value.

PART 2 – COMPOSITION

- 2.1 Fund Corpus. After the execution of this Declaration, the Conference shall deliver to the Board an amount computed as set forth in Exhibit A attached hereto (but not less than Five Million Dollars [\$5,000,000]). The Board shall hold, manage, invest, distribute and otherwise administer any and all such funds received by them as the Fund pursuant to the terms of this Declaration.
- 2.2 Purpose. The purpose of the Fund is to provide for the centralization of the investment and administration of all funds held by the Board for the purpose of supplementing the medical care expenses of retired

United Methodist ministers, and to segregate and separately administer such Funds, not as a part of the general funds or assets of the Conference or the Corporation, but pursuant to the terms hereof and subject to the fiduciary responsibilities of this Declaration .

PART 3 – ADMINISTRATION AND DISTRIBUTION

- 3.1 Administration of Funds. Notwithstanding any other provision of this Declaration, the Board shall receive, hold, manage, invest, distribute and otherwise administer all assets of the Fund and the income therefrom in accordance with, and for the support of, the purposes set forth in Paragraph 2.2 hereof, all in accord with the terms of the resolution adopted by the Special Session of the Conference held on February 2, 2008, a copy of that resolution being attached hereto as Exhibit B.
- 3.2 Limitation Upon Use. No principal or income of the Fund shall be used for the payment of any items provided for in the annual operating budget of the Conference or the Corporation
- 3.3 Review of Prospective Donations. The Board shall have the power to review all proposed transfers to the Fund, and shall further have the power to approve or reject such proposed transfers as they in their sole discretion deem appropriate, bearing in mind the purpose underlying the creation and existence of the Fund.
- 3.4 Powers. In addition to any inherent, implied or statutory powers granted to the Board generally, the Board shall have the power to make distributions in cash or in specific property, real or personal, or in an undivided interest therein, or partly in cash and partly in property. Further, the Board shall abide by and manage all funds in a manner consistent with the North Carolina Uniform Management of Institutional Funds Act of N.C.G.S. Chapter 36B-1.
- 3.5 Employment of Investment Advisor and/or Fund Administrator. The Board may employ an investment advisor to assist it in selecting prudent investment vehicles for the Fund in accordance with Paragraph 1.11. Such investment advisor and/or Fund Administrator shall receive and be paid such commissions or other compensation as may be agreed upon by the Board. Such payment shall be treated as an expense of administration of the Fund.
- 3.6 Accounting. The Fund Administrator shall be responsible for the daily administration of, and accounting for, the Fund and shall discharge such responsibility for and on behalf of the Board. Within ninety (90) days after the end of the fiscal year of the Fund, the Fund Administrator shall prepare and distribute to all members of the Board an annual report of receipts and disbursements. The Fund Administrator shall also report to the Board as to the receipts, disbursements and other financial activities of the Fund at the regular meetings of the Board.
- 3.7 Fiscal Year. The fiscal year of the Fund shall end on December 31 of each year. All records of the Fund shall be maintained separate and apart from all other records of the Conference.

PART 4 – MISCELLANEOUS PROVISIONS

- 4.1 Dissemination of Information to Conference. Information pertaining to the activities, investments, and distributions of the Fund shall be disseminated through appropriate means to the members of the Conference from time to time, as the Board deems appropriate.
- 4.2 Successor to Fund. In the event the Board or the Corporation ceases to exist for any reason, subject to the *Discipline* of The United Methodist Church, the Western North Carolina Annual Conference of The United Methodist Church shall succeed to the Fund and shall, insofar as possible, administer the Fund as provided herein.
- 4.3 Amendment. This Declaration may be amended only by a two-third's majority vote of the Board, at a meeting called for this purpose. The foregoing vote shall be based upon those in attendance at such meeting; provided, however, there shall be a quorum present at such meeting. At least ten (10) days' notice of such meeting must be given to all Board members.
- 4.4 Qualification Under Code. It is the intent of the Conference and the Board to create, maintain, and operate the Fund pursuant to this Declaration under the auspices of the Conference to the fullest extent necessary to enable contributions to the Fund to qualify as charitable contributions. Any provision of this Declaration to the contrary notwithstanding, the Fund shall be and remain, subject to the *Discipline* of The United Methodist Church, the sole property of the Corporation, and no Board shall have any power to act in any manner which would result in the disqualification of the Fund, the Corporation or the Conference under Section 501(c)(3) of the Code. The Board recognizes and agrees that the Fund is solely the property of the Corporation, subject to the *Discipline* of The United Methodist Church, and that, upon request by a vote of three-fourths (¾) of the entire membership of the Conference, it will terminate this Declaration and pay over the Fund to the extent separately held by the Board as directed in the *Discipline* of The United Methodist Church.
- 4.5 Obligation to File Accountings. The Board shall not be required to qualify nor to file any periodic inventory or accounting with respect to the Fund with any court, but it shall file annual accounts of receipts and disbursements of cash and principal with the Conference and maintain such accountings in the Conference records.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement the day and year first above written.

The Board of Pension and Health Benefits, Inc.
Western North Carolina Conference, The United Methodist Church

By: Mark B. Edwards
PRESIDENT OF THE BOARD

The balance to be transferred to the Retiree Security Supplement Fund will be based on the greater of \$5,000,000 or the amount remaining in Board of Pension and Health Benefits, Inc., account called Cost Center 760, Health Benefits – Retirees, Net Balance less the reserve amounts required by the reserve policy. This calculation and transfer to be made based on December 31, 2008, fund balances.

The Reserve Policy states “two reserves shall be maintained, Premium Stabilization Reserve and Claims Reserve. The Premium Stabilization Reserve balance is equal to 5% of the previous years premium receipts and the Claims Reserve is equal to 25% of the previous years claims paid. These reserve amounts are set at the end of each year based on the previous years results.”

An example of this calculation follows, as of December 31, 2007:

Net Balance Cost Center 760	\$5,516,476
Less:	
Premium Stabilization Reserve	24,000
5% of \$482,375	
Claims Reserve	213,725
25% of \$854,780	
Net Balance less Reserve Policy	\$5,278,751

Exhibit B – Conference Action creating the Fund, February 2, 2008

This approved action to be inserted as Part 9 of the Pension Board Report in 2008 Conference Journal (see text below as item 9 of “Proposals”).

Proposals: Health Benefits Program and Policies

(Petition 16 – Adopted June 6, 2008)

The Health Benefits Committee proposes:

1. That the Board of Pension and Health Benefits be authorized to secure a hospital/medical insurance contract for 2009 that will be advantageous in terms of coverage, premium rates, and administrative costs.
2. That the hospital/medical insurance program be continued for all eligible persons working 30 hours or more per standard workweek.
3. That each local charge be expected to participate in the conference program of hospital/medical insurance by contributing an amount equal to the pastor’s coverage premium for each eligible pastor appointed to that charge and that these premium payments be remitted to the conference Treasury Services Office rather than to the pastor or other insurance carrier.
4. That premium cost information be mailed to local churches and pastors immediately after the 2009 contract has been negotiated.
5. That a pastor may exclude himself/herself from coverage by signing a written waiver, releasing the conference and any local church from legal or moral responsibility for medical or accident claims.
6. That, in the discussion of salaries and benefits for 2009 and all succeeding years, local church committees on staff-parish relations consider designating a portion of compensation for dependents’ health care coverage.
7. That medical/hospital coverage be provided for persons terminated from the plan for not more than a 12-month period, with the premium costs to be paid by the person terminated.
8. That continued endorsement be given to the optional life insurance program provided by a top-quality life insurance company as supplemental coverage for active clergy.
9. That the following Retired Clergy Medical Plan, which became effective on January 1, 2003, and was amended at the special session of the conference on February 2, 2008, be continued:
 - a. *Benefit Design:* The basic benefit design for all participants has benefits similar to Medigap Plan E, as approved by the Medicare Administration (complete benefit description available from the conference Treasury Services Office). This plan does not include prescription drugs.
 - b. *Funding Design:*
 - (1) Creation of the Retiree Security Supplement Fund, which shall be created December 31, 2008. This Restricted Fund shall be vested with a minimum of \$5,000,000. Subsequently, additional contributions to this Fund (corpus or principal) shall be made of all free reserve available at year-end. Free reserve is defined as the fund balance in excess of the Claims Reserve required by the Plan. The Claims Reserve is 25% of the prior years claims paid.
 - (2) The purpose of the Retiree Security Supplement Fund is to secure retiree medical benefit by contributing 5% of the fund balance (which consists of corpus or principal and earnings from dividends, interest and appreciation) each year to the Retired Clergy Medical Plan. The Fund’s contribution will reduce the Net Estimated Claims Cost of the Retired Clergy Medical Plan to the Base Estimated Claims Cost.
 - (3) Net Estimated Claims Cost is defined as Total Estimated Claims Costs (including administration, stop-loss insurance and other operating expenses), less all contributions from other charitable trusts, foundations or individuals, such as The Cole Foundation.
 - c. *Premium Design:*
 - (1) Participants enrolled prior to January 1, 2003 will contribute the Base Estimated Claims Cost.
 - (2) Participants enrolled in the retiree plan on or after January 1, 2003, will contribute based on “years enrolled in the Active Health Benefits Plan”. The contribution will be based on a percentage of the plan year’s Net Estimated Claims Cost, as follows:
 - (a) 1-10 Years: 100% of the Net Estimated Claims Cost.
 - (b) Beginning in the 11th year, the contribution will decline approximately 1% per year to an amount equal to the Base Estimated Claims Cost.

- All of the years prior to 2003 that a clergyperson has been appointed to a local church or conference position will be considered "years enrolled in the Active Health Benefits Plan"
- d. Participants must be enrolled in Medicare to be eligible for the Retired Clergy Medical Plan.
10. That each participant electing dependent coverage be required to remit premium payments in the method established by the Health Benefits Committee and that dependent coverage remain in effect only when premium payments are current.
 11. That sufficient funds for hospital/medical coverage be included in the appropriate 2009 apportioned funds to pay premiums for district superintendents and administrative, program, and support staff members of the conference headquarters.
 12. That supplemental funds for insurance for clergy on incapacity leave be included in the 2009 conference budget at Fund 507, named Insurance Supplement – Incapacity Leave. The 2009 budget request for incapacity-leave clergy is \$340,000.

Mark B. Edwards, *Board President*

M. CONFERENCE BOARD OF TRUSTEES, INC.

The Board of Trustees of the Western North Carolina Conference of The United Methodist Church, Inc., is a chartered corporation under North Carolina law, in accordance with *The Book of Discipline* of The United Methodist Church, subject to the instructions of the annual conference and its officers.

Investments:

- a. Four funds under trustee management are invested through The United Methodist Foundation of our conference.
- b. The yearly distribution of earnings from these funds is based on the following scale: The General Fund, 35.8%; the Higgins Fund, 31.3%; the Centenary-Rutherford Fund, 12.9%; and the Jesse Spencer Bell Fund, 20.2%. Earnings during 2006 were distributed to the following designated beneficiaries:

Western North Carolina Conference Board of Pensions	\$ 4,810.34
Western North Carolina Conference United Methodist Women	2,714.21
Brevard College	5,912.15
Total Distribution	\$13,436.70

The Conference Memorial Center:

The trustees continue to monitor the operational expenses of the Conference Memorial Center in Charlotte, keeping in close touch with the conference treasurer-director of administrative services, who manages the building on our behalf. We receive monthly reports from the Treasury Services Office, and we seek to work with that office for efficient operation of the center. The financial items concerning the Memorial Center reported by the Council on Finance and Administration reflect the recommendations of the trustees.

Bishop J. Lawrence McCleskey reported to the board on February 10, 2007, that the Task Force on Conference Reorganization would be taking up the matter and making a report to the special session of the conference. The special session, held on February 2, 2008, approved the establishment of a Facilities Task Force. Two members of the board of trustees will be named by the bishop to serve on that group. Any recommendations to the conference will come from the task force in 2009.

The Episcopal Residence:

The conference-owned episcopal residence is cared for through the Episcopal Residence Committee, constituted according to the provisions of the *Discipline*. Julia M. Hite, of our board, serves as our representative on this committee.

Risk Management Sub-Committee:

After meeting with representatives of the United Methodist Property and Casualty Trust (PACT) in 2006 and further study of the positive effects of risk management in lowering insurance costs, the board appointed a Risk Management Sub-Committee. The three members of the sub-committee are Roslyn Harris (chairperson), Eddie Allred, and J. Hurley Thomas III, all of whom have insurance industry experience and/or high interest in the benefits of risk management. The sub-committee hopes to provide helpful resource information to local-church trustees via district leadership conferences, collection of insurance data, and a simple survey of coverage. The sub-committee conducted a survey of local church property and casualty insurance coverage in 2007 and will produce a 2008 summary report of its findings for all local churches to use when establishing their insurance coverage for 2009. The committee thanks the many churches which responded to the survey.

Other Concerns of the Board:

- a. The board and its legal counsel as necessary review property matters involving local churches, districts, and institutions of the conference. These matters are then reviewed by the full board at its meetings in February, June, and November.
- b. We call to your attention ¶ 2532.2 of *The Book of Discipline* (2004), which describes specifically the responsibilities of the local church board of trustees for the risk management of church property and personnel. The Board of Trustees encourages the Council on Finance and Administration to adopt an administrative program that provides to local trustees, treasurers, finance chairs, and pastors the risk-management memos from the General Council on Finance and Administration. These plans will be very beneficial to the local churches and assist in risk management and loss control.

- c. We also call to your attention the *Guidelines for Local Church Incorporation*, with advisory letter. The board understands that the "Safe Sanctuaries" program encourages local-church incorporation and, further, that incorporated local churches need to have support from the conference to maintain their records in accordance with North Carolina state law. The guidelines have been revised to include a step sheet, information on conveying church real property with the trust clause to the new corporation, conveying the church bank and securities accounts to the corporation, and obtaining new state and federal tax-identification numbers for the new corporation.
- d. The conference Board of Trustees is often asked to take action on abandoned buildings and cemeteries. Much of our work involves determining conference responsibility for maintaining these properties and/or the legal authority to transfer or sell them, consistent with actions of the annual conference. The board will continue to work with the cabinet in taking necessary action on abandoned properties, consistent with *The Book of Discipline* and North Carolina state laws. The board has authorized support for a property facilitator to assist district offices with property management details. The property facilitator and management expenses are funded from property sales proceeds and the balance remaining split between the district and conference congregational development, 75% and 25%, respectively.
- e. The cabinet and the conference Board of Trustees have worked together on a policy providing for trustee review and approval of disposition of all church properties that are discontinued or abandoned before action is taken by the annual conference.
- f. Please note ¶ 2548.4 of *The Book of Discipline*, which specifies that all deeds, records, and other official and legal papers of an abandoned or otherwise discontinued church shall be deposited for permanent safekeeping with the Commission on Archives and History of the annual conference. The Board of Trustees has entered into a cooperative arrangement with the Commission on Archives and History which will make the conference archives office in Charlotte a much more effective central repository for such information. We encourage all district boards of trustees, cabinet members, and others to keep the conference archives office informed about such properties and to call the archives office when information is needed. The property project to index all discontinued, abandoned, and active property in our conference has been completed, and we anticipate that these files will be of great benefit to our conference.
- g. The board has prepared a *Property Matters* binder and distributed to district offices a step sheet, based on *The Book of Discipline* and the 2001 *Legal Manual* of the General Council on Finance and Administration, to be used by all parties in the event of the discontinuation or abandonment of local church property.

Joseph P. McGuire, *President*
Doris P. Loomis, *Vice-President*
Charles D. White, Jr., *Secretary*

N. COMMITTEE ON THE ANNUAL CONFERENCE MEETING

The Committee on the Annual Conference Meetings welcomes the members of the 2008 conference to the fourth and last session of the current quadrennium, during which we have been focusing on the theme, "Follow Jesus – Make Disciples – Transform the World." We invite you to join us in, first, celebrating the ways in which this shared vision has found expression in our midst and, second, continuing to discover ways in which we may shape our future in commitment to the vision.

Those who preach and teach at conference each year are pivotal in defining what the experience of conference means for us. For the fourth consecutive year, Bishop J. Lawrence McCleskey has invited clergy members of our own conference to fill these roles. In-Yong Lee, pastor of St. Paul's Church, Asheville, and K. Wesley Judy, pastor of First Church, Forest City, will be conference preachers for 2008. Our Bible lecturers will be Veranita G. Alvord, pastor of Hoyle Memorial Church, Shelby, and Jeremy I. Troxler, director of the Thriving Rural Communities Initiative at Duke Divinity School. We also welcome Vincent Sutlive, of Crossroads Church, Concord, whom the Council on Laity has chosen to deliver the Laity Address on Friday evening.

We give special thanks for the dedicated service of so many persons who labor on our behalf. Among these are our 2008 host district, the Marion District, and its superintendent, Phillip B. Cole. Our three chief ushers—Holly C. Adams, Mary Alice Bradley, and Ed Eller—are from that district, and the 13 other districts will also be providing three ushers each. Les Ackerman, director of music and organist at Myers Park Church, Charlotte, and John-Palmer Smith, minister of music and the arts at First Church, Charlotte, will be leading us in music. To all of these, along with our speakers, worship planning team members, secretarial and Treasury Services staff members, communications team, registration volunteers, and so many others, we extend our heartfelt thanks.

The committee joins the entire conference family in expressing thanks for the ministries of two officers of the conference, one of whom will be retiring at the 2008 session, with the other retiring later in the summer. After 25 years as conference secretary and 42 years of ordained ministry, Charles D. (Denny) White, Jr., will retire at the June session. The 2007 conference session elected Kimberly Tyree Ingram as secretary-designate, and we welcome her to this new responsibility, noting that she will be the first woman and the first deacon to hold this office. On August 31, Bishop J. Lawrence McCleskey, president of the conference, having served as a bishop of the church for 12 of his 45 years of active ministry, will be granted retirement. The July 2008 session of the Southeastern Jurisdictional Conference will assign a new episcopal leader to the Charlotte Area, effective September 1, and we await that announcement with expectancy. The Committee on Episcopacy and the Committee on Conference Staff Relations have arranged for special times of recognition during our 2008 session for Bishop McCleskey and Dr. White.

As you have opportunity, we encourage you to visit the displays which various program ministries of our church will be setting up in the lobbies of the Terrace Hotel (with overflow space in the lobby of Lambuth Inn). Please take time to have a look at the many exciting ministries in which our conference and its agencies are engaged. And confer with Mark L. Barden, conference director of communication, if your group has needs for display space.

In 1998, the conference first provided opportunity for conference members to donate their per-diem payments to the special offerings being taken during the session. We encourage you to make this contribution this year if it is possible without undue hardship.

When you as a conference member come to the registration area, please remember that acceptance of the per-diem allowance means that you will attend all conference sessions for the full time for which the allowance is accepted. We urge you to regard this matter with seriousness and a commitment to fulfill the obligations which acceptance of the per-diem allowance entails.

At the 2002 conference session, at the request of numerous conference members, we instituted a system of providing child care during conference. That system of pre-registration is being continued this year. Conference members needing this service should take care to follow the instructions mailed them in April. Children not pre-registered by the deadline given in that mailing may be accommodated at a somewhat greater cost. We thank Janet M. Hitch, conference coordinator of nurture and Christian education, for coordinating this important aspect of our common life.

By action of the 2007 conference, we are continuing the system, in use since 1988, of assigning housing priority in facilities owned by Lake Junaluska Assembly according to a rotating list of the districts:

Preference in 2008

Marion District
Waynesville District
Statesville District
Asheville District

Preference in 2009

Albemarle District
Charlotte District
Gastonia District

Preference in 2010

High Point District
Greensboro District
Lexington District

Preference in 2011

Winston-Salem District
Northeast District
North Wilkesboro District
Salisbury District

The committee reminds the conference that the number of applications requesting lodging at the Terrace Hotel because of conditions that limit mobility greatly exceed the number of rooms available. Junaluska staff do their best to care for the most urgent needs, but it is not possible to honor every request for special consideration. Thank you for your understanding and patience.

The committee works with and oversees the conference secretary-statistician in the publication of the conference journal and the *Program and Reports* and *Celebration of Life Service* booklets. It receives bids for the publication of these materials and awards the annual publication contract. This year, we extend our thanks United Printing Company, of Charlotte. Jeff Buseick, president, for serving us so well as publisher of our 2007 materials, and we have awarded the 2008 printing contract to that firm.

We remind you that, by action of the 2006 conference, the conference journal in printed form is published as one volume, combining the "proceedings" of the June session with the "statistics" of the preceding year. We are also, of course, continuing to make the journal available on compact disc and on the administrative website of the conference (www.wnccadmin.org). The online publication allows us to put the preceding year's statistical data up on the site in early April, so that persons needing that data do not have to wait until mid-September when the printed book appears.

The 2007 conference, at our recommendation, dealt with its legislative agenda without forum groups for the first time since the 1960s, when legislative committees, the predecessors to forum groups, were put in place. The 2007 session also directed the conference secretary to produce a revision of the conference Plan of Organization and Rules of Order and Procedure which would remove forum groups for 2008 and future years. The committee has approved the draft and puts it before you elsewhere in this volume. We encourage your favorable action upon this revision, which we believe offers an efficient and effective way of dealing with the relatively small number of petitions which come to the conference each year.

In our proposals below, you will find that we are asking for a new conference pictorial directory to be produced in 2009. It has become our tradition to have a new directory every four years. The last one was done in 2005, so 2009 is the appropriate year in which to make a new directory available.

Perhaps the most unique experience in the conference as a whole this past year was the special session held on February 2 in Hickory. Some 1,800 conference members gathered at the Hickory Metro Convention Center to act upon the report from the Task Force on Conference Reorganization. We are so very grateful to all who worked, many of them behind the scenes, to make that session happen: The personnel of the convention center; the members of Christ Church, Hickory, who directed parking and provided courtesy-van service; the youth of the 2008 confirmation class at First Church, Newton, who helped distribute and collect materials; lay and clergy members of the Statesville District, who served as ushers; and many others, such as Mark L. Barden, Jane F. Suther, Sandra S. Hargett, Debra S. Younts, and Susan L. Yarski, whose services to the conference are always invaluable.

J. Lawrence McCleskey, *Chairperson*
Charles D. White, Jr., *Secretary*

Proposals: The Annual Conference Meeting

(Petition 17 – Adopted June 6, 2008)

The Committee on the Annual Conference Meeting proposes:

1. That the conference accept the invitation of Lake Junaluska Assembly to hold the 2009 session of the annual conference at Lake Junaluska.

2. That the system of rotating priority for housing reservations in Assembly-owned facilities at Lake Junaluska during annual conference week, in use since 1988, be continued in 2009.
3. That the Albemarle District serve as the host district for the 2009 session of the annual conference.
4. That each district provide three persons to serve as ushers for the 2009 conference session, with the ushers from the host district being designated as chief ushers.
5. That the 2008 conference journal be produced in both printed form and on compact disc and posted on the administrative website of the conference, and that the price the 2008 journal be \$20 in printed form and \$10 on compact disc.
6. That reputable companies be invited to make inquiries and/or submit bids to the secretary of the conference for the production of the 2009 conference journal and related materials by December 1, 2008.
7. That a conference pictorial directory, similar in form and content to that produced in 2005, be produced in 2009, with photographs to be taken at the 2009 conference session, provided that the directory can be produced with no expenditure of conference budget funds.

O. COMMITTEE ON APPEALS

No matter requiring the attention of the Committee on Appeals has been referred to it during the 200708 conference year.

Jimmy L. Myers, *Chairperson*

P. COMMISSION ON ARCHIVES AND HISTORY

The year 2008 marks the 100th anniversary of the Social Creed of The United Methodist Church. "The United Methodist Church has a long history of concern for social justice. Its members have often taken forthright positions on controversial issues involving Christian principles. Early Methodists expressed their opposition to the slave trade, to smuggling, and to the cruel treatment of prisoners" (2004 *Book of Discipline*, page 95). In response to the social needs of that era, The Methodist Episcopal Church adopted a social creed in 1908. Within the next decade, The Methodist Episcopal Church, South, and The Methodist Protestant Church followed suit. From that time on, our denomination has had a creed which has sought to speak to the human needs of the contemporary world. Resources for celebrating this anniversary are available online at www.qcah.org.

This year also marks the 40th anniversary of the formation of The United Methodist Church through the merger of The Methodist Church and the Evangelical United Brethren Church on April 23, 1968. It also marks the 40th anniversary of the formation of the Western North Carolina Annual Conference of The United Methodist Church through the merger of the Western North Carolina Annual Conference of The Methodist Church and part of the North Carolina-Virginia Annual Conference of The Methodist Church on June 5, 1968.

As was noted in our report last year, the Commission on Archives and History has been working with our archival staff to determine our spatial needs for the future. Our present space in the Memorial Center is full, and additional materials are constantly being sent to the archives. The ongoing discussions regarding the conference's Memorial Center have led us to expand our scope regarding options for the future. We plan to continue our discussions with other boards and agencies regarding this critical need, and we hope to bring a concrete recommendation for a solution to the annual conference in the near future.

Ironically, this year marks the 50th anniversary of our conference archives, for on June 4, 1958, conference clergy member Joseph W. Lasley presented the following resolutions, which were subsequently adopted:

RESOLVED THAT the Western North Carolina Annual Conference Historical Society establish an Archives for the purpose of preserving items of historical value and interest and especially items of value and interest to our own Conference.

FURTHERMORE, BE IT RESOLVED THAT we make the Methodist Historical Society Building at Lake Junaluska the location of the Archives, except that items of particular interest to the former Methodist Protestant Church shall be deposited in the library of High Point College." (1958 *Journal of the Western North Carolina Annual Conference*, p. 63.)

The need for space in which to preserve our records and documents continues to be a concern for our annual conference.

This year we were saddened by the death of our former conference archivist, Dr. Bernard C. Russell, who served as archivist from July of 1981 through December of 1994. We greatly appreciate the leadership which he provided to this work.

The Commission on Archives and History continues to work with our conference historian, Dr. Linda P. Addo, in the preparation of a revised second edition of a book which she co-authored, *To Be Faithful to Our Heritage*. The first edition is out of print, additional information has come to light during the past 25 years which adds to the story of African-American United Methodists in North Carolina, and we need to make sure that this part of our annual conference's story is told and remembered.

As part of our report at annual conference, we will highlight these previously mentioned anniversaries within our annual conference and our denomination. We will also recognize those churches which are celebrating their centennial, sesquicentennial, or bicentennial during 2008. A special display highlighting the life and ministry of these churches can be seen during annual conference in the Heritage Center on the lower level of the Harrell Center. We invite everyone attending annual conference to come to the Heritage Center to see this display.

Our conference archives are for churches and individuals doing historical research, and our staff members are ready and willing to provide assistance. The conference archives are located in the Memorial Center in Charlotte and are open on Tuesdays and Wednesdays. A call or e-mail prior to your arrival may expedite research by giving the staff time to search for the data being sought prior to your arrival.

May God help us to learn from our past, that we might better serve Him in the future!

James L. Pyatt, *Chairperson*

CONFERENCE HISTORICAL SOCIETY

The past year has been a period of reflection about the future of the Conference Historical Society. Attendance at the previous annual meeting on May 19, 2007, was disappointing. Only seven members were present, including four society officers. A significant challenge has been the inability to communicate with prospective members. With direct mail as our only medium, we are restricted to a mailing list of persons who have previously had some contact with the society, and many of these are already members.

The society would like to become more involved in historical pursuits of churches in the conference. Some ways we feel we could assist include on-site visits to help with workshops on historical research, advice on compiling and publishing church histories, and design and publication of other printed materials. Anyone who is interested in any of these activities may contact the society president, Russ Ford, at 9630 Watergate Road, Charlotte, NC 28270, or by e-mail to russford@windstream.net.

Russell Ford, *President*

Q. CHRISTIAN EDUCATORS FELLOWSHIP

Recognizing the importance of Christian education in faith formation, nurturing, and discipleship, the Christian Educators Fellowship (CEF) exists to promote and strengthen Christian education in local churches, districts, and the annual conference. In addition, CEF seeks to be supportive to Christian educators, both on professional and personal levels.

The Wounded Healer, by Henri Nouwen, was the focus of the CEF Day Apart in November, with 20 Christian educators present. This timely event was led by educators William G. Benfield and Edward W. Allred.

Our annual CEF Spring Retreat, held in April, focused on "Nurturing Fellowship in the Body of Christ." Leaders for this event included internationally acclaimed storyteller Dr. Tracy Radosevic, Glenn Bannerman, and our own Sandra McGarrah and Sherry Washam.

Because Christian educators are passionate about Christian education and our connectional system, many are offering up their services to assist where needed at little or no charge. Through the efforts of Janet M. Hitch, a link to these services by district is available through the conference website.

The National CEF Conference is being held in Albuquerque, New Mexico, in late October 2008. The Western North Carolina Conference will be represented by more than 20 Christian educators in attendance, and our own Dana Hanlon will be leading a workshop on the effect that cancer has on the whole family.

Christian education seminars are held throughout the year in various districts for the sake of equipping people who are not certified under the requirements of the Board of Ordained Ministry. These seminars are, "United Methodist Curriculum," "United Methodist Connection," Administration of the Christian Education Program," "Age-Level Ministries," "Theology of Christian Education," and "Basic Bible Study Approaches." The Western North Carolina Conference Task Force on Strengthening Christian Education in African American Churches has made the seminars available to these churches, and several persons completed the six seminars.

The following people are designated by the Christian Educators Fellowship as

Approved Educational Assistants

Browne, Frances, L. (Guilford Youth Initiative), 300 Oakview Road, High Point 27265
 Christian, Liz (Dana), 25 Montview Dr., Asheville 28801
 Cooper, Annette (Raleigh's Crossroads), 1002 Cliffwood Ct., Greensboro 27406
 Elzy, Connie Jolly (Gastonia: Myers Memorial), 2060 Snow Bird Lane, Gastonia 28056
 Gillis, Lori P., 109 Hicks St., Cherryville 28021
 Greene, Rebecca Blanton (Gastonia: First), P.O. Box 218, Gastonia 28053
 Greeson, Jane, 1816 Bedford Rd., Rocky Mount 27801
 Hahn, Sandra, 2327 Summit St., Portsmouth, OH 45662
 Hooper, Jean, Greensboro
 Hoover, Jane, 4201 Mashie Dr., Pfafftown 27040
 Idol, Peggy S. (Oak Forest, Lexington District), 11461 Old U.S. 52, Winston-Salem 27107
 Kiess, Marjory (Alexander Chapel, Asheville District), 11 Meadowview Terrace, Weaverville 28787
 Kennedy, Joanne (Kannapolis: Bethpage), 108 Fellowship Dr., Kannapolis 28081
 Kerley, Joyce S., 4108 Pinecrest Dr., Hickory 28601 (Retired)
 Lasley, Lynn, 45 Phillbrook Rd., Asheville 28806
 Learson, Louise Davidson, 5937 Haddington Dr., Charlotte 28215
 Long, Vaughan (Greensboro: Mt. Pisgah), 2600 Pisgah Church Rd., Greensboro 27455
 Messera, Brenda C. M. (Charlotte: St. Paul), 2830 Dorchester Place, Charlotte 28209
 McGuire, Larry, 172 N. 2nd St., Albemarle 28001
 McKee, Brenda F., 403 E. McLelland Ave., Mooresville 28115
 McSwain, Alyce, Lake Junaluska 28745
 Mundy, Louise, 6709 Rolling Wood Dr., Clemmons 27012 (Retired)
 Pyles, Jerriane (Mount Holly: First), 1220 Silversmith Circle, Gastonia 28056
 Robinson, Mary S. (Union County)
 Row, Kim (Greensboro: Guilford Presbyterian), 3310 Warwick Dr., Jamestown 27282
 Talbert, Rosa Linda (Bible Instructor, Shelby Schools), 3003 River Rd., Shelby 28152
 Walter, Norma (North Wilkesboro: First), 801 Wagon Ridge Lane, Ferguson 28624
 Ware, Mildred (Mooresville: Faith), 436 Kelly Ave., Mooresville 28115
 Washam, Sherry (Cornelius: Mount Zion), 19600 Zion St., Cornelius 28031

Wooten, Marilyn B. (Mineral Springs), P.O. Box 67, Mineral Springs 28108
 Work, Nellie C., 531 Margaret Dr., Statesville 28677

Beverly Parker-Reece, *President*

R. COMMISSION ON COMMUNICATIONS

The Commission on Communications is the basic support group for communication in the annual conference and is charged with interpreting and supporting other areas in telling their stories. The commission's mission statement is: *Equipping United Methodists in Western North Carolina to show and tell the story.*

With discussion about reorganization at the conference level and its potential effect on the structure of the communications area, the commission was in a "holding pattern" for much of 2007. However, the Print Publication Task Force, appointed by the commission in 2006, continued their research on the feasibility and importance of a new print publication.

In February 2008, the commission endorsed the task force's proposal for a full-color magazine that will celebrate the life and faith of our congregations in western North Carolina. We are excited about this opportunity to connect our congregations and share our stories throughout the conference.

Our website, www.wnccumc.org, is continually being updated and improved. We also encourage all clergy and laity to subscribe to the weekly *WNCC e-News*, with convenient ministry links. Send your e-mail address to webministry@wnccumc.org with "e-news subscribe" in the subject line.

Kelly Keesling, *Chairperson*

S. COMMITTEE ON CONFERENCE STAFF RELATIONS

The 2007-2008 conference year is a timeframe in which we acknowledge several conference staff transitions. A new staff position, manager of information technology, was created; Ed Walk assumed this new role on December 1, 2007. On the occasion of their retirements, we express the heartfelt gratitude of the conference to Charles D. (Denny) White, Jr., and Janet M. Hitch. For 25 years, Denny has served as conference secretary, and he has been Board of Ordained Ministry registrar for 16. For 17 years, Janet has served as our Christian education and nurture staff member. Two of our staff members, C. Yvonne Gritt (controller in Treasury Services) and Christine L. Misenheimer (manager of the Print Shop), celebrated 20 years of service this conference year, and we are thankful for their ministries. Additionally, we acknowledge the upcoming transitions of Arnetta E. Beverly, Kimberly T. Ingram, and Nancy Burgin Rankin to new ministries within the conference.

The Committee on Conference Staff Relations (CSRC) of the conference is modeled after and has responsibilities similar to the committee on staff-parish relations of our local churches.

The committee has worked diligently to develop a clear and concise staff organizational structure; to develop useful policies and procedures for conference staff; to improve communication at all levels; to improve accountability; to understand, determine, and administer compensation for conference staff and district superintendents; and to deal with a variety of other responsibilities.

As a result of the special session of the conference on February 2, 2008, expanded responsibilities have accrued to the conference treasurer and the assistant to the bishop. While these two roles are not officially designated as such under the new organization, the committee sees them as a category of executive staff for the conference. In effect, the treasurer is our chief financial officer, and the assistant to the bishop is our chief operating officer.

The CSRC has also crafted new policies for determining compensation for conference staff, executive staff, and district superintendents. This work was influenced by the work of the Task Force on Conference Reorganization on district and conference leadership and other sources. Following deliberate consideration, the committee has established the following models for determining compensations: (1) the compensation for conference staff will be their current compensation, increased by the most recent cost of living, plus a 1% merit increase; (2) the compensation for the director of connectional ministries will be the same as that for a district superintendent; (3) the compensation for district superintendents will be 80% of the bishop's compensation; and (4) the compensation for executive staff will be 95% of the bishop's compensation. (Compensation for bishops is set by the General Conference; the 2009 amount is \$125,659.)

Therefore, the Committee on Conference Staff Relations approved for recommendation to the Council on Finance and Administration, and that council has approved, the total 2009 conference staff budget of \$2,155,860 and the total 2009 District Superintendents' Fund of \$1,832,870. [*Editor's Note:* The 2008 conference session amended certain compensation line items in the 2009 budget to provide that the 2009 salary of a district superintendent, the conference treasurer, the assistant to the bishop, and the director of connectional ministries will be \$97,971 and instructed that this amount be placed in this report.]

The committee has taken its role very seriously regarding conference staff, and it seems the results are obvious and positive.

Kenneth M. Partin, *Chairperson*

T. COMMITTEE ON EPISCOPACY

In the first year of the quadrennium, the annual conference Committee on Episcopacy focused on the planning of three services of welcoming for our newly assigned resident bishop, J. Lawrence McCleskey. Our

meetings in that year were occasions to discuss issues related to the transition and to hear the diverse voices of the annual conference, represented by the membership on the committee.

In the second year, we transitioned to matters related to the vision of the annual conference—*Follow Jesus, Make Disciples, Transform the World*—and the particular characteristics of Christ-centered transformation inherent in this vision. In particular, we discussed the role of the bishop in leading us more deeply into this mission and vision, and we reflected on the quality of the bishop-annual conference relationship and how we might be supportive of Lawrence and Margaret McCleskey.

In the third year, we reflected on feedback related to the vision of the annual conference, in particular in matters related to financial stewardship, biblically-based discipleship, and our understanding of connectionalism. We were also engaged in the transition occasioned by the retirement of William H. (Bill) Osborne, Jr., assistant to the bishop, and the naming of the new assistant, James T. Trollinger.

In the fourth year, our agenda included matters of transition related to the anticipated retirement of Bishop McCleskey in 2008 (as mandated by the *Discipline*) and the assignment of a new episcopal leader. In this time of transition, we participated in a feedback instrument designed by the Southeastern Jurisdiction Committee on Episcopacy and assisted in the planning of the "McCleskey Scholars" evening, held in March 2008. We encourage all clergy and laity in our annual conference to consider a gift to Pfeiffer University in honor of the McCleskeys.

We are grateful for the service of Lawrence and Margaret McCleskey to our annual conference over these four years, and we wish them God's blessings in retirement.

Finally, the chair is grateful for the dedication of the members of the Committee on Episcopacy to this important work, which is all for the sake of our conference's mission and vision.

Kenneth H. Carter, Jr., *Chairperson*
James Sibert, *Vice-Chairperson*
Maggie G. Tilley, *Secretary*

Other Members: Jill D. Alventosa-Brown, Edward Broadwell, Jennifer P. Davis, Betty Jo C. Hardy, Mary K. Kizer, Mitchell Matthews, Samuel H. Moore, Jr., Robert E. Roach, Daphine L. Strickland, Earl Wilson, Jr., Robert Winchester, Charles D. (Denny) White, Jr., Thomas W. Wilson, Jr., and Jack Young.

U. EPISCOPAL RESIDENCE COMMITTEE

The Episcopal Residence Committee is pleased to report that Bishop and Mrs. J. Lawrence McCleskey have been comfortably using the residence at 2506 Windsor Crescent Court, Charlotte. The family is enjoying the residence, and it feels very comfortable to them. The committee met at the residence with the bishop. The committee plans to care for any minor repairs in mid-August, preparing for our new bishop's arrival in early September. The residence endowment reserve now stands at \$87,942.59, and the conference budget amount for upkeep and utilities for the years 2008 and 2009 is \$10,000 per year.

Jennifer P. Davis, *Chairperson*

V. COMMISSION ON EQUITABLE COMPENSATION (CEC)

(Petition 18 – Adopted June 6, 2008)

Policies and Guidelines for Administering the Equitable Compensation Fund (Calendar Year 2009)

1. Policies Pertaining to the Commission on Equitable Compensation

Paragraphs 342 and 624 of the 2004 *Book of Discipline* direct the Commission on Equitable Compensation (CEC) to recommend a minimum level of pastoral compensation for clergy serving as local-church pastors under episcopal appointment and to administer the Equitable Compensation Fund (ECF) as a source of funding of last resort for pastors-in-charge in order to maintain a living, equitable level of compensation for these itinerant ministers.

Two categories of support are available from the ECF: emergency sustentation grants and regular grants.

Emergency sustentation grants are available under the provisions of ¶ 622, which states that each church or charge has an obligation to pay in full compensation, as approved by the charge conference, to its pastor(s). If it becomes apparent that a church or charge will be unable to so provide the compensation approved by the charge conference, the church or charge shall immediately notify the district superintendent and may request consideration for a short-term emergency grant from the Equitable Compensation Fund (cf. also ¶ 624).

Regular grants are available for those churches or charges which, at their annual charge conferences, determine that they will be unable to provide compensation at the minimum level set by our annual conference. In cooperation with the bishop and cabinet, the CEC offers grants, on a declining schedule, totaling no more than 30% of the appropriate minimum pastoral compensation for a period of three or fewer years. In the first year, a church or charge may receive up to 100% of the maximum available grant; in the second year, up to 70%; in the third year, up to 40%. During this period, the church or charge must adopt and follow a plan, approved by the district superintendent, that eliminates the need for this assistance. After the third year, a church or charge will not be eligible for a regular grant.

In consultation with the district superintendent, representatives of the CEC shall meet with any clergy person who has received equitable-compensation grants for five consecutive years.

2. Definitions and Classifications of Pastors

- a. Full-Time Pastors:** Subject to these policies and guidelines, pastors appointed to full-time service under ¶ 338.1 or ¶ 318.1 shall have a claim upon the ECF and shall not receive less than the minimum compensation specified in the current schedule (¶ 342).
- b. Pastors Serving Less Than Full Time:** Subject to these policies and guidelines, elders and probationary members serving as pastors appointed to less than full-time service under the provisions of ¶ 338.2 shall have a claim upon the ECF in one-quarter-time increments of either $\frac{1}{4}$, $\frac{1}{2}$, or $\frac{3}{4}$ time as negotiated by the district superintendent at the time of the appointment, receiving not less than this percentage of the minimum compensation specified in the current schedule.
- c. Pastors Attending School:** Subject to these policies and guidelines, a pastor appointed to a church or charge who is enrolled in good standing in a college or seminary for a minimum of nine hours per semester or equivalent in fulfillment of the requirements for conference affiliation and who is not otherwise gainfully employed shall have a claim upon the ECF in an amount based upon the one-quarter-time increments as negotiated by the district superintendent at the time of the appointment, which shall not exceed $\frac{1}{4}$ time. In determining the compensation for a pastor attending school, grants received for educational expenses shall not be considered as part of compensation. Pastors who discontinue or complete their studies and intend to be considered as serving full time shall be compensated at that level only after certification by the CEC.
- d. Part-Time Local Pastors and Retired Supply Pastors:** Since the ECF is designed to support those in full-time services as pastors of our local churches, those charges utilizing part-time local pastors or retired supply pastors shall not have a claim upon the ECF.
- e. Pastors Engaged in Continuing Education:** Inasmuch as continuing education is required of all ordained clergy, no pastor engaged in a program of continuing education under ¶ 351 shall by reason of such study leave be denied the minimum compensation support as specified in the current schedule, except that in cases of educational leave in excess of one month, the supplement shall be adjusted as negotiated by the district superintendent and the CEC.
- f. Deacons in Full Connection:** As provided in ¶ 331.14b, deacons in full connection serving within the local church "shall receive a salary from the local church, charge, or cooperative parish not less than the minimum salary established by the equitable compensation policy of the annual conference for full-time and part-time pastors," although these entities should be reminded that they are fully responsible for the compensation of these individuals. If the bishop and cabinet appoint a deacon in full connection to a position as pastor-in-charge of a local church or charge, that individual shall have a claim upon the ECF and shall not receive less than the minimum compensation specified in the current schedule for elders in full connection.
- g. Definition of Compensation:** As used by the CEC the term "compensation" includes the annual amount designated as cash salary for service rendered, additional insurance premiums over and above the conference-approved program of individual medical insurance for clergy, accountable professional expenses, household expenses paid by the local charge, and other fringe benefits. Compensation does not include housing allowance in lieu of parsonage to the extent of actual housing expenses, fair market value of supplied parsonages, reimbursement for parish-related travel expenses paid by the local charge to the extent of actual travel expenses or use of an automobile for parish travel purposes, funds provided for continuing education to the extent they are used for that purpose, *bona fide* gifts or honoraria for special services, allowances for moving expenses paid by the annual conference or local church, or individual medical insurance premiums in the amount of the conference-approved program of insurance for clergy.
- h. Request Procedures:** Regular grants from the CEC must be requested by a formal action of the charge conference, supported by a written grant application, using the CEC form available through the conference web page, and signed by the district superintendent, the pastor, and the secretary of the charge conference. Requests must be completed in full and be accompanied by all required documentation in order to be processed by the CEC. Requests must be made at least 30 days prior to the month when the assistance is to commence. In these cases, the local church or charge must pay at least 70% of the minimum applicable to its pastor. For sustentation grants, the district superintendent is responsible for submitting documentation to the cabinet and CEC executive committee for immediate processing, approval, and payment authorization.
- i. Executive Committee:** During each quadrennium, at its organizational meeting, the CEC shall elect an executive committee consisting of a chairperson, a vice-chairperson, a secretary, and additional members from the full commission as needed, so that the executive committee consists of an equal number of clergy and lay persons. The assistant to the bishop and a cabinet representative will serve as *ex-officio* members of the executive committee.
- 3. Guidelines for Recommending Minimum Compensation**
The CEC desires to recommend minimum pastoral compensation that is equitable for both churches and pastors. We acknowledge that economic conditions vary across our annual conference. To be equitable, therefore, we must be aware of the financial impact of our recommendations upon the local churches in order not to make pastoral support an excessive burden, while providing our clergy with fair, living, and equitable compensation.
In making our recommendations, we refer to changes in the North Carolina *per capita* Income (NCPCI), as maintained by the United States Bureau of Economic Analysis, on a two-year-lag basis (the earliest time for which data are obtainable). The NCPCI offers a true measure of the underlying economy in which our congregations exist and is independent of our own conference actions. We give additional consideration to the two-year-lag Conference Average Compensation (CAC) and other measures of the health of our churches and the economy as deemed necessary, segmenting the minimum compensation levels into the following categories:
Elders in Full Connection.
Probationary/Associate Members.
Local Pastors who have completed the Course of Study/M.Div.
Local Pastors who have not completed of the Course of Study.
- 4. Proposals:**

The CEC proposes the adoption of these policies, definitions, and classifications for administering the ECF and these guidelines and schedules for recommending minimum compensation for 2009.

A. Schedule of Minimum Compensation for Pastors Serving Full-Time Appointments in 2009:

Elders In Full Connection	\$40,101
Probationary/Associate Members	\$35,935
Local Pastors who have completed the Course of Study/M.Div.	\$33,691
Local Pastors before completion of the Course of Study	\$32,086
Student Pastors	\$25,271

B. Allocation of Requested Equitable Compensation Fund Budget for 2009:

Emergency Sustentation Grants	\$ 10,000
Regular Grants	285,000
Expenses of the Commission	5,000
Total	\$300,000

Patrick S. Hamrick, *Chairperson*
Robert D. Upchurch, *Vice-Chairperson*
Angela Rogers Marlowe, *Secretary*

W. COMMITTEE ON NOMINATIONS

Vacancies Filled *ad Interim*

Council on Campus Ministry

George C. Weekley, replacing Ramsey Qubein, effective 11-01-2007.
Jennifer McSwain Martin, replacing Amy J. Rio-Anderson as one of two campus ministers, upon nomination by the campus ministers, effective 11-01-2007.

Commission on Nurture Ministries

Cecelia B. McGee, replacing Sandra H. Devoid as Charlotte District lay representative, effective 09-20-2007.

Commission on Religion and Race

F. Annalee Allen, replacing Cynthia L. Watke (Mackey) as Salisbury District representative, effective 11-28-2007.

Commission on the Status and Role of Women

Connie King, replacing Mary Catherine Willis as Winston-Salem District representative, effective 10-01-2007.

Nominations for the 2008-2012 Quadrennium

Quadrennial Election

Conference Ministries Advisory Council

Chairperson: Robert E. Shepherd.
Lay Members at Large: Ernest Allen, Jane Kirby Campbell, Jim Gullede, Teila Hand-Broadnax, Johnny Havell, Daphine L. Strickland, Doris D. Vincent.

Commission on Nurture Ministries

District Representatives: (AL) B. Tracy Carroll, David Garicia; (AS) Debra L. Gaddy, Katie W. Warren; (CH) _____; (GA) H. Eugene Moore, Cheryl Perkins; (GR) Kelley G. Groce, Annette C. Cooper; (HP) Jeffrey H. Sypole; (LN) Beverly Parker-Reece, Jane Testerman; (LX) Toni Ruth Smith, Richard Smith; (MA) Holly C. Adams, Pamela Deck; (NE) Laura A. Wyant, Susan Poole; (NW) J. Christian Wilson, Sandra Sisson; (SA) Anna L. Barden, Rachel Graves; (ST) Diron C. Chloe, Betty Coulter; (WA) Donna C. Cobb, Gladys Campbell; (WS) Evelyn M. Lemons, Janet Turner.
Members at Large: Donna Cooke, Phil Hunsucker, Sarah E. H. McKinney.

Commission on Outreach Ministries

District Representatives: (AL) Clyde K. Penry, Ron Menchelli; (AS) R. Naomi King, Madeline Moseley; (CH) Richard Rhodes; (GR) Gregory B. Gordon, Elizabeth Baker; (LN) Betty B. Brown; (LX) Benjamin C. Clodfelter, Louise D. Jones; (MA) Allen P. Boliek, Tracy Yancey; (NE) W. Douglas Pryor, Helena Scales; (NW) Sarah S. Fouts, Aileen L. Young; (SA) Donald A. Newman, Gary Emerson; (ST) C. James Church, Michael Houser; (WA) Brian E. Combs, Darwin Van Gorp; (WS) Joseph W. Collins, Glenda Beauchamp.
Members at Large: Roy Dunaway, Dianne Hamrick, Susan A. Heafner-Heun.

Commission on Witness Ministries

District Representatives: (AL) Nicholas L. Rochester, Jr., Virginia Braswell; (AS) Rodney H. Hagans, Jr., Richard Rhodes; (CH) Timothy S. Killian, Carolyn Perlman; (GA) Thomas R. Steagald, Pat Stevens; (GR) J. Mark Weekley, Linda McKinney; (HP) _____, Jack Young; (LN) Robert L. Kerr, Wanda Carpenter; (LX) Roger D. Weisner, Carolyn Potter; (MA) C. Ray Davis, Mike Baumberger; (NE) Daniel V. Miller, Pat Merricks; (NW) John C. Fitzgerald, Jerry Hatfield; (SA) Andrea R. Conder, Tim Krotchko; (ST) Jill B. Rhinehart, William Sharp; (WA) Alfred L. Beck, Jr., Linda Masters; (WS) Keith W. Bingham, Rosa Reynolds.

Members at Large: Melvin K. Burton, C. Darrin Everhart, Ronald D. Perry.

Commission on Christian Unity and Interreligious Concerns

District Representatives: (AL) Kimberly S. Higgins, (AS) LeGrand B. Smith II, (CH) William T. Jeffries, (GA) A. Owen Peeler, (GR) H. Bryant Wilbourne, (HP) Christopher A. Franks, (LN) Yvonne L. Vredenburg, (LX)

- Allison Brown, (MA) Lynda L. Ferguson, (NE) Michelle D. Chappell, (NW) Amy Van Devender, (SA) Jonathan V. Hunter, (ST) Thomas H. Jones, (WA) Erma M. Bond, (WS) Richard W. Buffkin.
Members at Large: (Clergy) Janet F. Dixon, Leonard O. Fair, James W. Ferree, Glenn S. Griffiths; (Laity) Betty Compton, Walter D. Hand, Alycia Johnston, Sydnor Thompson.
- Commission on Religion and Race**
District Representatives: (AL) Rhonda D. Hartweg, (AS) Mary Downes, (CH) Earonita Strong, (GA) Pauline Smith, (GR) Yama Kurewa, (HP) Jennie Boyd, (LN) Donna Young, (LX) Linda Thomas, (MA) Betty Young, (NE) Doris Van Putten, (NW) Ralph A. Shipp, (SA) F. Annalee Allen, (ST) Roger L. Hunter, (WA) Richard L. Buff, (WS) Jane Williams.
Members at Large: Lee E. Bynum, Kelly P. Carpenter, Sarah Kim.
- Commission on the Status and Role of Women**
District Representatives: (AL) Betty Jeanne Day, (AS) Rosaleen C. Feeser, (CH) Nancy Dozier, (GA) Dana Gates, (GR) Karen L. Easter, (HP) Debbie Auman, (LN) Linda Young, (LX) Sue Cave, (MA) Sharon Smith, (NE) M. Catherine Turman, (NW) Barbara Hart, (SA) Evelyn Eller, (ST) Peggy Wilkerson, (WA) Patricia G. Chaput, (WS) Connie King.
Members at Large: Steve Arnaudin, Lisa Clement Bryant, Edith Costner, Ronald R. Robinson, Debra N. Short, J. Thomas Stinson-Wesley.
- Committee on Church and Society**
District Directors: (AL) J. Curtis Goforth, (AS) Stephen R. Combs, (CH) _____, (GA) Stephen F. Lee, (GR) Sharon L. Adams, (HP) Boyd M. Holliday, (LN) Louise Learson, (LX) Douglas E. Hochmuth, (MA) Cornelius F. Brantley, Jr., (NE) Debra Herbin, (NW) Lynn Holaday, (SA) Ruth B. Atkinson, (ST) David A. McCauley, (WA) _____, (WS) Tom Bridges.
Members at Large: (Clergy) Crystal M. Alexander, Jason W. Harvey, Patricia G. Pegram, Julia A. Roberts, Sara J. Scruggs, Mark R. Sills, Julie Wilburn Peeler; *(Laity)* Lynn Barnes, Lisa Caldwell, Martha Frederick, Lazelle E. Free, Mitchell Matthews, Steve Noblitt, Vickie B. Sigmon.
- Committee on African American Ministries**
Elected Members: Jill D. Alventosa-Brown, Alvin Brown, Wanda Carpenter, George Eubanks, Belvin J. Jessup, Bart W. Milleson, Clyde A. Moore, Jr., Jimmie Moore, Tina F. Mosby, Walter Pegues, Albert O. Perkins, Sr., Ronnie E. Roseboro, Liston Sellers, Jr., Pamela Shoffner, Marsha Stewart, Mildred Ware, Norris N. Wilson, Stephanie Wilson.
- Committee on Asian American Ministries**
Elected Members: Kadada Dara, Lee Gauger, Tou-Chao Her, K. Wesley Judy, Byong Lee, David J. Lee, Min Ho Lee, Patricia Love, Sun Ja McCoy, Samuel Om, Donald W. Turman, Cher Lue Vang, MayL. Vang, Rebecca Wright.
- Committee on Hispanic Ministries**
Elected Members: Sonia N. Baca-Zuniga, William F. Berry II, Augusto O. Caldera, Samuel Castro, David A. Cook, Jr., Thomas Davis, Clarissa Y. Fuentes, Monique Luckey, Ana C. Morrison, David R. Origoza, Sybil R. Parks, Frank Ramos, Mark R. Smith, Sarah L. Smith, Alex Smythers, Vicky Villanueva, Diana Wingeier-Rayo, Oscar F. Zuniga.
- Committee on Native American Ministries**
Elected Members: Jack Alley, Chris J. Bennett, Loretta Bolton, Delton F. Collins, Ralph H. Eanes, Jr., Darlene Farrar, Dinah Grant, James Hunt, Christie Jacobs, Larry King, Tommy Lambert, Neffie Connie Locklear, Cathy McMillian, A. J. Moore, Jeffrey R. Ramsland, James Taylor, Jerry Wolfe.
- Council on Campus Ministry**
Elected Members: Timothy L. Auman, Mark Bailey, Jonathan D. Coppedge-Henley, Laura A. Elliott, Nancy A. Ferree-Clark, Franklin W. Grice, Ken Hudson, In-Yong Lee, Jennifer M. Martin, Jeffrey S. Patterson, Lauren P. Richardson, Amy J. Rio-Anderson, John Thomas, Nagatha Tonkins, Beverly H. Warner, Robert R. Webb III.
- Council on Finance and Administration**
Elected Members: (Clergy) Julianne Brittain, Elizabeth O. Coppedge-Henley, Randolph H. Harry, R. Mark King, Thomas A. Langford III, Albert Mills; *(Laity)* Dale Batman, Jennifer L. Burton, James B. Dalton, Laurie Guy, Doug Howard, Scott Humann, Preston Jones, Harvey McIntyre, Angela White.
- Council on Higher Education**
Elected Members: Charlotte G. Brendel, Faye Burton, Chandra Caple, J. Keith Crisco, Charles F. Gibbons, Emma K. Griffiths, Greg Hunter, F. Edward Ingram, Elaine Robinson, _____.
- Council on Laity**
Elected Members: Larry Butler, John D. Crane, Henry Goldston, Kim Keyse, Jerry Lamb, Tonya A. Lanier, Sybil J. Perrell, Bobby Sharp, Elaine Surgeon, Patricia W. Wiseman, Kim H. Wright, Thelma Wright.
- Board of Congregational Development**
Executive Committee: Kenneth M. Partin, *President;* Betty Jo C. Hardy, *Vice-President;* Pamela E. Blackstock, *Secretary;* Ellis L. Rouse, Jr., *Treasurer;* Lillie M. Jones, *Cabinet Representative;* Stephen M. James, *Director of Connectional Ministries.*
District Representatives: (AL) David F. Lawrence, (AS) Ron Ballard, (CH) _____, (GA) Ron Wood, (GR) Suzanne G. Michael, (HP) D. David Talbert (LN) Valerie B. Rosenquist, (LX) Timothy K. Roberts, (MA) David M. Hamlyn, (NE) Glenda E. Bennett, (NW) Marianne M. Romanat, (SA) Carl E. Settle, (ST) Charles C. Kyker, (WA) David H. Christy, (WS) James T. Webb, Jr.
Members at Large:
Fund Development and Finance: M. Kenneth Lyon, Chan Martin, Leigh Ann Smith, Ray Smith, Lauri Wilks, [Fund Development Specialist].
CONRAD: Jimmy R. Chrisawn, Paula B. Northrup, David E. Smith, Jr., Allan R. Van Meter, Ken White.
Evangelism: Keith Francis, William R. Jarrett, Donald E. McCoy, Tommy Stilwell, Rachel West.
Revitalization: Beverly B. Coppley, Kaye H. Fry, Rey Rodriguez, R. Keith Turman, W. Kirk Tutterow.
New Church Starts: Andrew D. Brown, Karla Knotts, Percival T. Reeves, Charles W. Wilson II, _____.
- Board of Ordained Ministry** (bishop's nominations)

Elders: Veranita G. Alvord, Laura Hubbard Auten, Stephen L. Autrey, Michael F. Bailey, John K. Ferree, Michael H. Goode, Elizabeth L. Graves, James H. Graves, David S. Greene, E. Wannamaker Hardin, Jr., Bonnie P. Harris, Faye L. Herbin, David C. Hockett, Lory Beth T. Huffman, Susan P. Jones, Amy L. Coles, Mark J. Key, H. Jae Lee, Terry L. Moore, Scott A. Osterberg, Ivan H. M. Peden, Susan E. Pillsbury-Taylor, Angela A. Pleasants, W. Lyn Sorrells, Ashley Crowder Stanley, Paul B. Thompson, C. Sydnor Thompson III, Shelly F. Webb, Christopher M. Westmoreland, Judith L. White, Earl Wilson, Jr., Sanford L. Giles, Jr. (DS).

Deacons: Nancy Miller Campbell, Brandon K. Dirks, Kimberly T. Ingram, Kathleen H. Kilbourne, Sallyanne I. McVay, Elizabeth C. Minus.

Laity: Rebecca G. Bingham (Diaconal), Mildred S. Carter, Jennifer P. Davis, Henry Dozier, Sandra L. Hieronymus, J. Edgar McFarland, Etta W. Marcellus, William L. Noell III, Robert D. Upchurch (Conference Lay Leader).

Associate Members/Local Pastors: Freida H. Hobson, Karen C. Kurtz.

Commission on Archives and History

Elected Members: Linda P. Addo, Diane Blanton, Virginia Bjorlin, Andrew W. Brown, Jr., Dennis W. (Bud) Cameron, Russell Ford, Cornelius Holland, Clarence E. Horton, Jr., Robert McKellar, James L. Pyatt, Randy H. Tarlton, Sandra Williamson.

Commission on Communications

Elected Members: Harold K. Bales, Brian Bingham, Bonnie Dixon, William D. Gibson, Frederick N. Jones, Uiyeon Kim, Edward D. McKinney, T. Gregg Plott, Deyanira T. Ramos, Paul B. L. Revere, Molly T. Templeton.

Commission on Equitable Compensation

Elected Members: (Clergy) Cynthia L. Arnold, J. Paul Christy, Larry E. Fitzgerald, Angela R. Marlowe, Tony H. Matthews, George E. Roberson, Dale P. Sneed; (Laity) Nan Coulter, Janet Maddox, Doris W. Morrison, Paulette Norman, David Stewart, Charlie L. Taylor, W. Vann York.

Administrative Review Committee (bishop's nominations)

Elected Members: (Clergy) Miller C. Carter, Jr., Beverly E. Gaska, H. Kyle Thompson. *Alternate:* R. Naomi King.

Committee on the Annual Conference Meeting

Elected Lay Members: J. Zachary Christy, Chris Grimmett, Amy L. Johnson, Monica Smith, Susan L. Yarski, [two youth].

Committee on Appeals

Elected Members: (Clergy) Mark R. Smith, Martha B. Welch; (Laity) Bill Cannon, Carroll Saunders, Sara M. Williams.

Reserve Members: (Clergy) W. Kirk McNeill; (Laity) Lane Mallonee.

Committee on Conference Staff Relations

Elected Members: (Elders) Stephen D. Haines, Katherine Clontz Sherrill; (Deacon/Diaconal) Ramona M. Clapp; (Laity) Lisa Clement-Bryant, Edwin L. Welch, Jr.

Committee on Episcopacy

Elected Members: (Clergy) Jill D. Alventosa-Brown, Kenneth H. Carter, Jr., Robert E. Roach, Earl Wilson, Jr.; (Lay Women) Jennifer P. Davis, Amy L. Johnson, Mary K. Kizer, Daphine L. Strickland; (Lay Men) Edward Broadwell, James Sibert, Robert D. Upchurch, Thomas W. Wilson, Jr.

(Appointed by Bishop) (Clergy) Nancy Burgin Rankin; (Lay Woman) Maggie Tilley; (Lay Man) Robert Winchester.

Committee on Investigation of Clergy (bishop's nominations)

Principal Clergy Members: Barbara J. Barden, Edward L. Biggers, Lynda T. Briggs, John F. Epps, John W. Fowler, Glenn L. Lyles, Brenda M. Newman.

Alternate Clergy Members: Roland T. Barnhardt, Alfonza Everett, Carl S. Johnson, Linda Stack Morgan.

Lay Observers: James Freeman, Nathan Poovey. *Alternate Lay Observer:* Coley Hooker, Jr.

Committee on Investigation of Diaconal Ministers (bishop's nominations)

Principal Diaconal Members: Mark H. Christy, Michael P. Dougherty, Sandra M. McGarrah.

Alternate Diaconal Members: Catherine Ritch Guess, Susan F. Osterberg.

Committee on Nominations

Elected Lay Women: Luann Elliott, Irma Ellwanger, Louise D. Jones, Daphine L. Strickland.

Elected Lay Men: Wesley Bailey, John F. Howard, Jr., John W. Hunt, James Morehead.

Conference Statistician

Kimberly T. Ingram.

Term Election

Conference Board of Trustees, Inc.

Class of 2009: Danny R. Gobble, Linda M. Kelly, Doris P. Loomis, Joseph P. McGuire.

Class of 2010: Julia M. Hite, Paul N. Milton, Richard N. Randleman, Carol Williams-Gilbert.

Class of 2011: Fredrick B. Bowman, Roslyn Harris, Samuel H. Moore, Jr., Harold (Hal) Powell.

Board of Pension and Health Benefits, Inc.

Class of 2012: Roberta E. Blackwell, Mark B. Edwards, Barbara Ewings, Don R. Lineberger, William H. Osborne, Jr., Frank A. Stith III.

Class of 2016: James M. Armstrong, Jr., Louis Fletcher, M. Lynne Gilbert, Louretta Howze, Al Jones, Dennis B. Marshall.

Representatives to North Carolina Council of Churches

Class of 2009: Shirley L. Canty, Irma Ellwanger, Walter D. Hand, Bart W. Milleson, Suzanne B. Northcraft, Lewis L. Poag.

Class of 2010: Glenn S. Griffiths, Lisa Hartzog Hannah, Faye L. Herbin, LaNell Johnson, Peter R. Parish, A. Owen Peeler.

Class of 2011: Arnetta E. Beverly, James W. Ferree, Betty Jo C. Hardy, Lisa L. Martinez, Sydnor Thompson, Shelly F. Webb, Angela White.

Alternates: Beverly E. Gaska, Kerry B. Pursell.

Annual Election

Conference Secretary of Global Ministries

Michael W. Collins.

J. Lawrence McCleskey, *Chairperson*

Charles D. White, Jr., *Secretary*

X. TASK FORCE ON MENTAL HEALTH REFORM

The Task Force on Mental-Health Reform met to consider current state legislation, as well as overall advocacy for positive mental-health initiatives in North Carolina. The legislation referenced (in Petition 36 of the 2007 Journal) as needing advocacy was ultimately passed on the state level, as hoped. Thus, the task force considered ways that we, as concerned United Methodists, can encourage advocacy for greater awareness of mental-health issues in our own communities. The following recommendations are made to all clergy and laity of the conference:

1. Learn about local mental health associations, their location, services offered, and contact information, and make this available to your congregation.
2. Find faith-based organizations, such as Teen Challenge, Urban Ministries, etc., in your community and support them.
3. Have your church publish when and where AA and NA groups meet.
4. Promote accountability of local health providers and line management entities (LMEs) and insurance companies that determine which services will be covered for those who are insured. Currently, there is little oversight of their decision-making. Even for major health-related concerns, it takes state or congressional legislation to make insurance companies accountable. (See the breast cancer example: There is currently a bill in Congress called the Breast Cancer Patient Protection Act which will require insurance companies to cover a minimum 48-hour hospital stay for a patient undergoing a mastectomy. It is about eliminating the "drive-through" mastectomy, in which women are forced to go home just a few hours after surgery, against the wishes of their doctors, still groggy from anesthesia, and sometimes with drainage tubes still attached.) Like cancer, mental-health illnesses impact a huge number of families, but there is little accountability about the coverage that local health providers, LMEs, or insurance companies provide. Please consider advocating for positive legislation through your mental health association.
5. Speak to county commissions and encourage more consideration of mental-health issues, and become politically active in this area.
6. Encourage each church to consider starting a Stephen Ministry.
7. Contact school principals and find out which mental-health services are most needed for area children.
8. Develop support groups within your congregation, such as caregiver support, support for those experiencing depression, etc.
9. Recognize Mental Health Awareness Month with activities and publicity.

Further, it was determined that, for mental-health issues to be taken seriously, for support groups to be created, for education to occur, and for resources to be provided, a trained district "point person" would be optimal. One effective mechanism would be to create a position for a mental health resource educator, who would drive and oversee mental health-related initiatives, education, support group creation, and resource availability in district churches. (*Example*, First Church would like to start a "Caregivers Dealing with Depression" support group. The mental health resource educator would meet with the church to discuss how to organize such a group, offer a training session about depression, offer training about effective facilitation, and oversee the facilitation of the first couple of support group meetings. First Church would then continue the support group with its own lay facilitator. The mental health resource educator would remain available as a resource). Funding for both a full-time and part-time position was discussed, and it was determined that the task force would a) discuss this idea with appropriate conference entities to seek input and further idea generation, and b) if granted approval, write grant requests to seek funding for the creation of a pilot program/position. There is no expectation of district funding for such a position; however, should such a position eventuate via grant monies, it is hoped that the mental health resource educator would have an affiliation with the district office. Finally, oversight for such a position was discussed, and the creation of a board (that would include a parish nurse and a pastoral counselor) is recommended.

Members: Doris Hill, Stephen F. Lee, Hugh Mann, Frances Marshall, Susan Mobley, and Heidi Campbell-Robinson, Convener

Y. TASK FORCE ON PROGRAM MINISTRIES STRUCTURE

Task

The conference needs a clear, efficient, just, and effective organizational structure for conference staff, committees, commissions, agencies, boards, and councils. The immediate task to which we are called is to create an organization that equips the conference for its stated purpose of *Following Jesus, Making Disciples, and Transforming the World*. Our intention is to provide a simple structure that creates lines of accountability and responsibility that support the ministry of the entire annual conference without being overly focused on individual components and that remains responsive and relevant to the mission and ministry of the church.

Proposals**Transition Process:**

The 2008 annual conference will elect nominees to the structure as it exists prior to the adoption of this new structure. The bishop and annual conference Committee on Nominations are asked to nominate persons to the new structure to be approved at the 2009 annual conference. Where possible, the existing groups of the conference will operate using processes from the new structure during the transition year.

Conference Ministries Advisory Council, boards, agencies, councils and commissions:

We propose that the name CMAC (Conference Ministries Advisory Council) be changed to the Western North Carolina Conference Connectional Table, in keeping with ¶¶ 901-907 of *The Book of Discipline* (2004). (*Effective June 2008*)

We propose that the Connectional Table be responsible for focusing and guiding the work of the annual conference as defined in ¶ 607 of *The Book of Discipline*. The connectional table is responsible for promoting the **vision** of the annual conference, for developing and equipping **leadership** to fulfill the vision, and for ensuring **accountability** for accomplishing the tasks and utilizing the resources entrusted to the annual conference. The Connectional Table may meet annually or more frequently to recommend a plan for the deployment of personnel, capital, and financial resources to support the work of ministry of the annual conference, and to define and refine the standards of excellence and fruitfulness of the Teams for Excellence. The Connectional Table and its officers will be elected to quadrennial terms by the annual conference from nominations made by the Committee on Nominations of the annual conference in accordance with the rules of the annual conference. The first Connectional Table will be elected for a term of three years, beginning in the conference year 2009. (*Effective June 2008*)

We propose that the Connectional Table shall consist of persons including:

- A chairperson or co-chairpersons.
- 15 district representatives, at least seven of whom shall be laity, with each district nominating either a lay or a clergy member on a quadrennial rotation.
- At least four persons representing the diversity of ethnic persons in the annual conference, who may also be among the district representatives.
- A representative from each of the rural church, the United Methodist Men, the United Methodist Women, and the Conference Council on Youth Ministries, who may also be among the district representatives.
- The chairs of the Order of Elders and of the Order of Deacons, who may also be among the district representatives.
- The chair of the Fellowship of Local Pastors and Associate Members, who may also be among the district representatives.
- The chairs of the three Teams for Excellence in Ministry.
- Ex-Officio members shall include the bishop, the conference lay leader, the assistant to the bishop, the director of connectional ministries, the fiscal officer, the director of ethnic and justice ministries, the secretary of the annual conference (representing the Board of Ordained Ministry), and the director of communications.

(*Effective at the approval of new nominations at annual conference 2009*)

The Resource Team:

We propose that there shall be a Resource Team, responsible for developing and deploying resources to encourage excellence and fruitfulness to flourish in the annual conference as it accomplishes its primary task of *Following Jesus, Making Disciples, and Transforming the World*. The Resource Team may choose to meet together for coordination and planning as called by the bishop, the assistant to the bishop, or the director of connectional ministries. The Resource Team is not a team of representatives, but includes groups and entities of the annual conference which are available to deploy resources for ministry, including, but not limited to:

- Council on Finance and Administration
- Board of Trustees
- Communications
- Archives and History
- Committee on Episcopacy
- Episcopal Residence Committee
- United Methodist Foundation
- RFD-CDC
- Committee on Nominations
- Resource Center
- Health and Human Services

Three Teams for Excellence in Ministry:

We propose that there shall be three teams, each consisting of 12 to 15 persons, which shall empower and equip laity and clergy to bring excellence and fruitfulness to the annual conference, using effective and efficient methods. The annual conference Committee on Nominations will name the chairperson and vice-chairperson of the team, and other officers will be chosen by the team. Team members are to be nominated on the basis of giftedness and passion for the particular ministries for which each team is responsible. Conference staff members serve on the teams for organizational support and to encourage the full implementation of team initiatives.

1. Team for Excellence in Clergy and Laity Ministries:

This team is responsible for promoting excellence (Philippians 4) and fruitfulness (Matthew 7 and John 15) in the work of

Covenant Peer and Accountability Groups.

- Board of Ordained Ministry
 - Investigation
 - Incapacity/Disability
 - Transfer
 - Administrative Review
 - Candidacy, Licensing, and Ordination
- The Conference Council on Youth Ministries
- The Order of Elders
- The Order of Deacons
- The Fellowship of Local Pastors and Associate Members
- The Council on Laity
- Older Adults
- Young Adults
- Campus Ministries
- Camping and Retreat Ministries

and will include staff:

- Registrar of the Board of Ordained Ministry
- Ministries with Young People
- Nurture and Christian Education
- Covenant Peer/Accountability Groups

2. Team for Excellence in Congregational Ministries:

This team is responsible for promoting excellence and fruitfulness in the work of

- Small-Membership Church
- Town and Country
- Commission on Witness
- Committee on Ethnic Local Church Concerns
- Conference Board of Congregational Development

and will include staff:

- Director of Connectional Ministries (and Congregational Development)
- Ethnic and Justice Ministries

3. Team for Excellence in Missions, Outreach, and Advocacy Ministries:

This team is responsible for promoting excellence and fruitfulness in the work of

- Christian Unity and Interreligious Concerns
- Committee on Church and Society
- General Board of Global Ministries
- Committee on Native American Ministries Volunteers in Mission
- COSROW
- Criminal Justice and Mercy Ministries
- Disaster Response
- Country Mission Groupings
- SEJAM
- Mission Response Center
- Step-by-Step Ministries
- Golden Cross
- Commission on Religion and Race
- Advocacy Groups

and will include staff:

- Mission and Outreach
- Ethnic and Justice Ministries

(Effective at the approval of new nominations at annual conference 2009)

Effective Processes:

We propose that the conference program staff, chairpersons and officers of the Connectional Table, and of each of the Three Teams for Excellence develop meeting plans with these characteristics:

- The primary task of the Connectional Table and of each Team for Excellence is to develop and equip leadership in the annual conference to fully realize our joint mission of *Following Jesus, Making Disciples, and Transforming the World* and to fully realize the missional emphases of The United Methodist Church, as defined in *The Book of Discipline* and *The Book of Resolutions*.
- Meetings will be designed to define and continuously refine measurable and observable standards of excellence and fruitfulness in leadership, supporting the work of the annual conference and its constituent people, congregations, boards, and agencies.

- During the 2008-2009 transition year, the reorganization committee that drafted these proposals, in consultation with the new bishop and cabinet, will continue to meet to refine the processes to be used by the Connectional Table, the Resource Team, and the Teams of Excellence to fulfill their mission, reporting those refined processes to the 2009 annual conference for revision and approval.
- The meetings are designed to utilize the most cost-effective and efficient means to accomplish the goals of the committee.

(Effective June 2008)

Appendix

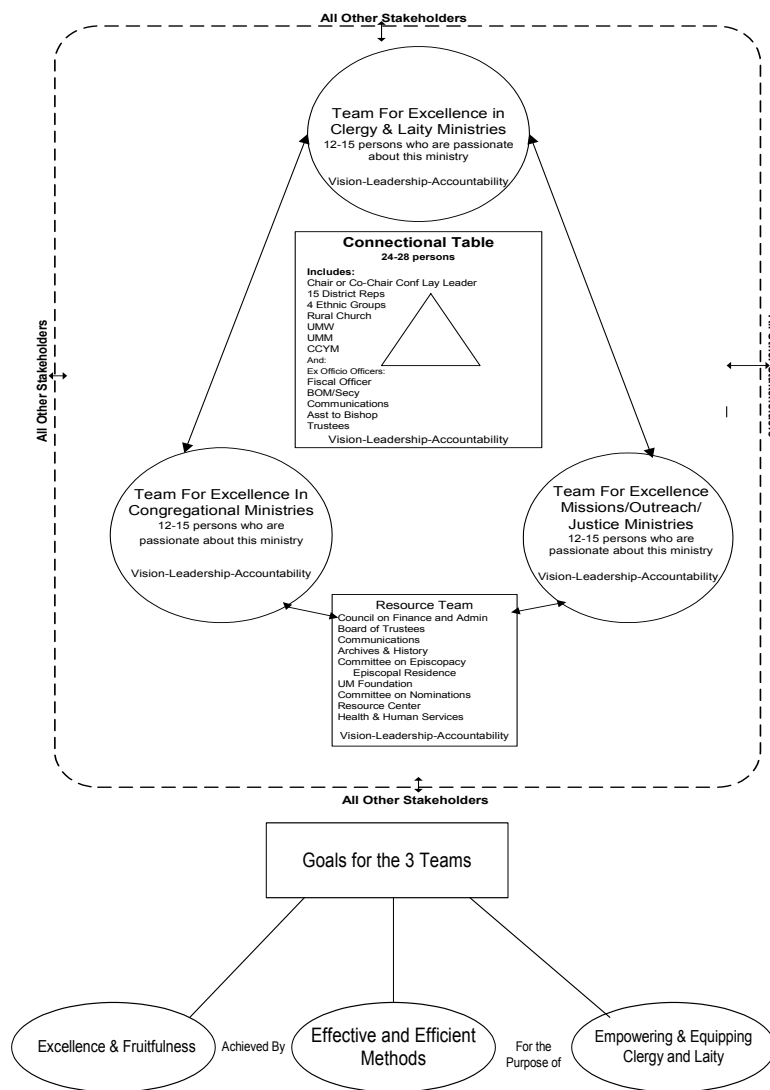
Relevant Disciplinary Paragraphs:

¶ 601. *Purpose*—The purpose of the annual conference is to make disciples for Jesus Christ by equipping its local churches for ministry and by providing a connection for ministry beyond the local church; all to the glory of God.

¶ 607. *Connectional Ministries*—Each annual conference is responsible to focus and guide the mission and ministry of The United Methodist Church within its boundaries by:

1. envisioning the ministries necessary to live out the mission of the church in and through the annual conference;
2. creating and nurturing relationships and connections among the local, district, annual conference, and general church ministries;
3. providing encouragement, coordination, and support for the ministries of nurture, outreach, and witness in districts and congregations for the transformation of the world;
4. ensuring the alignment of the total resources of the annual conference to its mission;
5. developing and strengthening ethnic ministries, including ethnic local churches and concerns;
6. providing for advocacy and monitoring functions to ensure that the church is consistent with its stated values.

¶ 901. *Name*—There shall be a **Connectional Table** in The United Methodist Church where ministry and money are brought to the same table to coordinate the mission, ministries, and resources of The United Methodist Church. Effective January 1, 2005, the Connectional Table shall be assigned the primary responsibilities, general policies and practices found in the relevant 700 paragraphs.



Z. STEWARDSHIP OF GIVING TASK FORCE

The Western North Carolina Conference Stewardship of Giving Task Force, in existence since the beginning of the current quadrennium, continues to offer vital stewardship education throughout western North Carolina.

Since last annual conference we have offered the following:

- A stewardship program for African-American churches;
- An educational event for new pastors entering the Western North Carolina Conference;
- A five-session stewardship DVD series with Bishop Kenneth L. Carder;
- A laity and clergy event, with Bishop Carder as the keynote speaker; and
- A "crash-course" in Good\$ense Ministry.

The next 12 months promise to be as exciting and filled with opportunities as we make a gradual transition from the task force to the Stewardship Committee of The United Methodist Foundation of Western North Carolina, Inc.